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# DIVERSITY IN DENTAL EDUCATION:

Moving from Anecdote to Analytics

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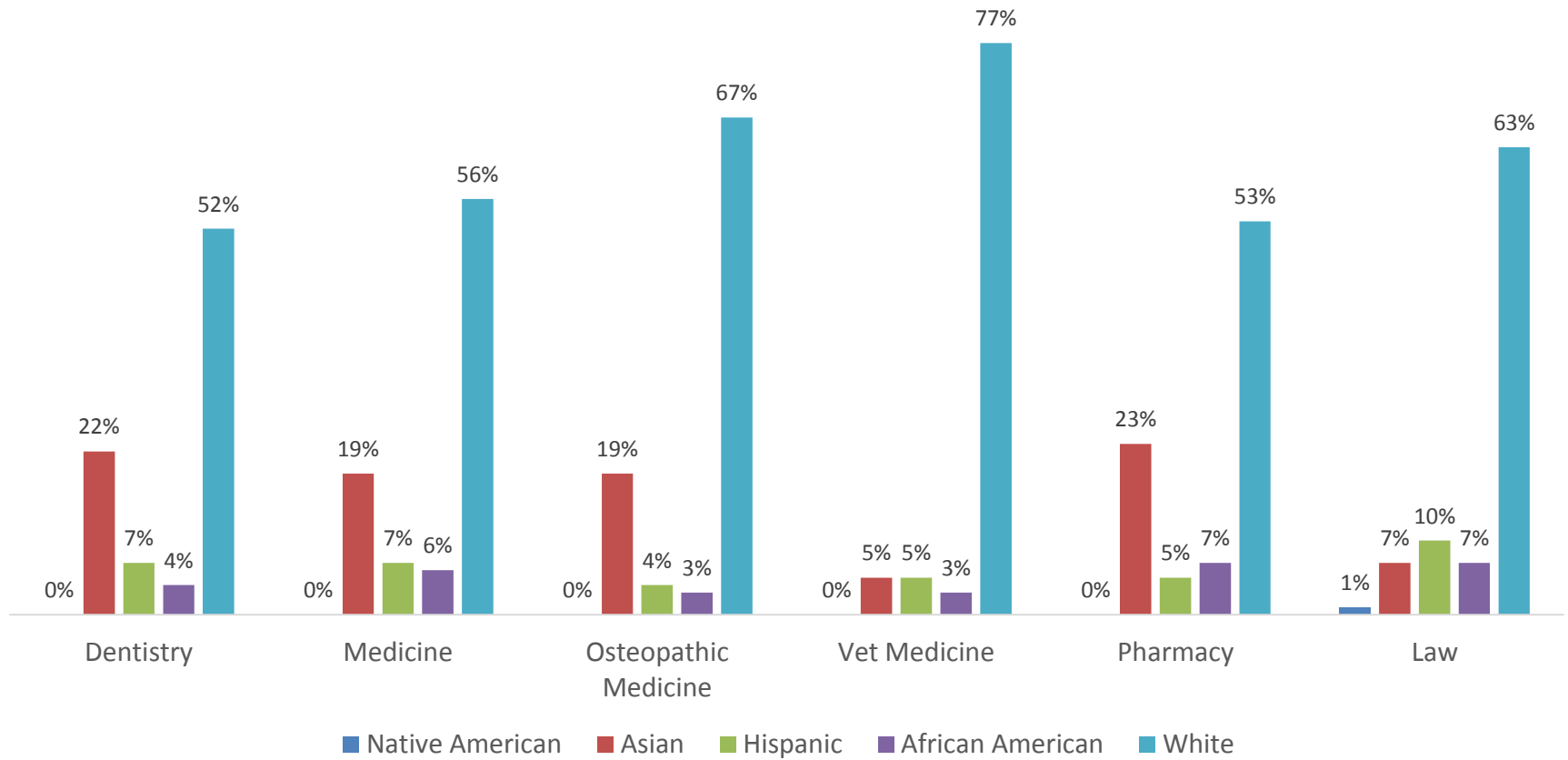
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*"If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about the solution"*

-Albert Einstein

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

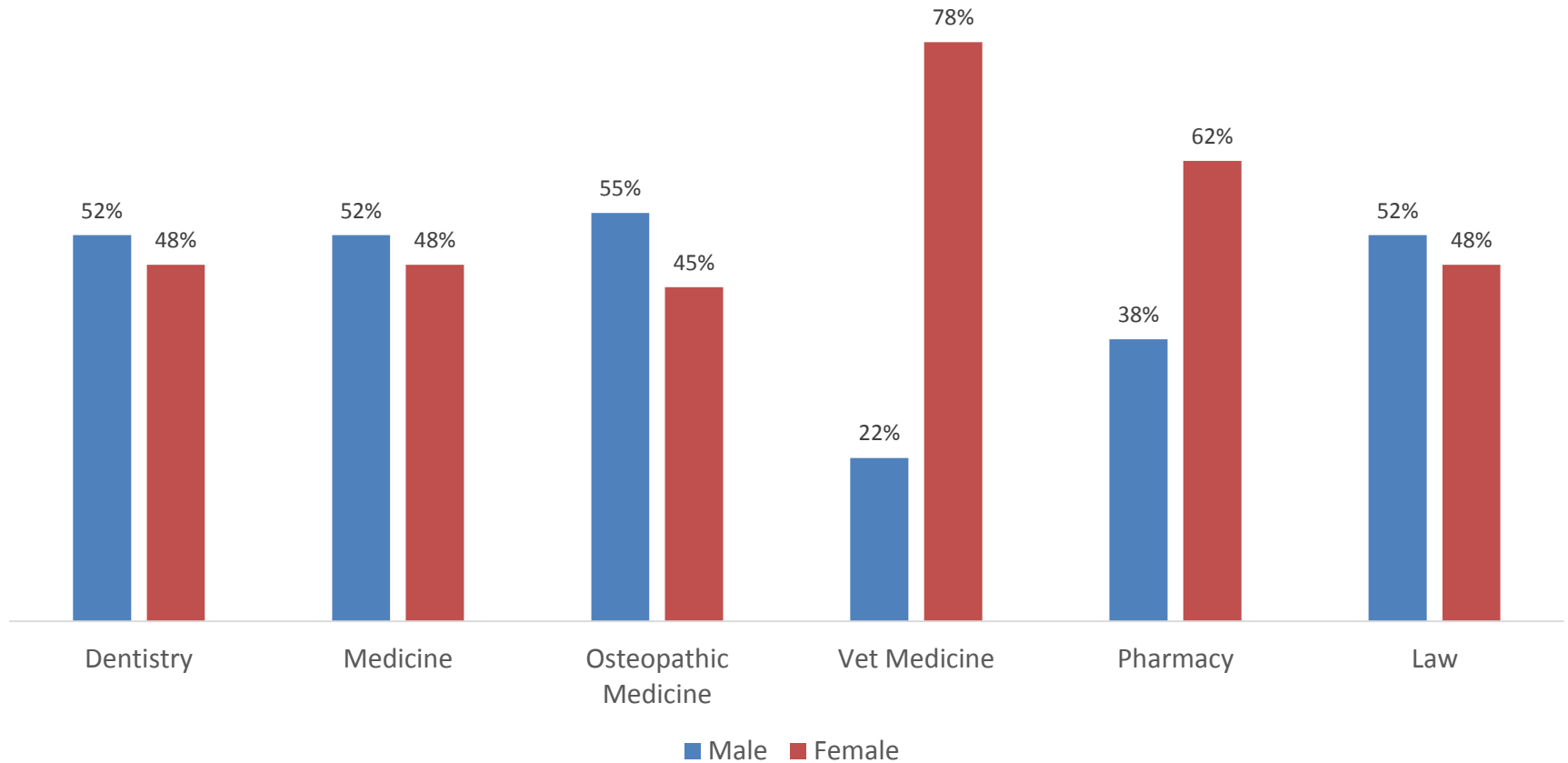
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# Graduates of Professional Programs by Gender, 2014-15

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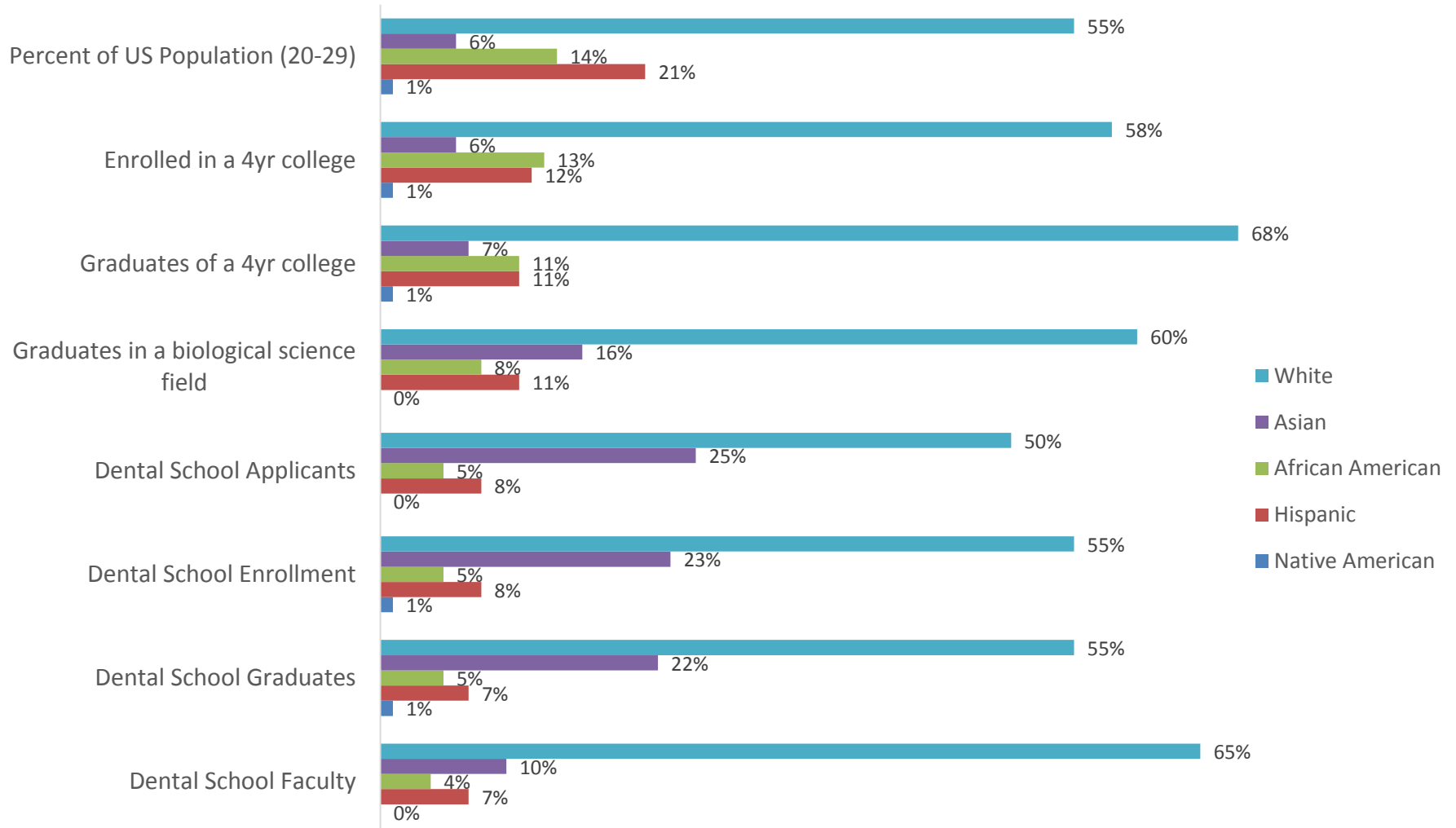


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# Distribution of Graduates by Professional Program, Race, and Gender 2015

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

# Racial/Ethnic Pipeline to Dental Faculty, 2015



# 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%

# Distribution of Asian Students

	2011-12	2012-13	2013-14	2014-15
# Schools with at least 2% of Asian enrollment	23	23	23	24
% these schools are of all dental schools	38%	37%	35%	37%
% of Asian students enrolled by these schools	74%	73%	71%	70%

# Schools with 2% or more of URM 2011-12 through 2014-15

	African American	Hispanic	Native American
No years with 2% or more	39	43	34
1 year with 2% or more	7	1	5
2 years with 2% or more	1	2	13
3 years with 2% or more	3	2	5
4 years with 2% or more	15	17	8

# 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

# Additional Areas for Deeper Analysis

- Dental school faculty

# Distribution of Faculty 2015

	African American	Hispanic	Native American	Asian
# Schools with at least 2% of enrollment	22	14	18	22
% these schools are of all dental schools	34%	22%	28%	34%
% of race/ethnic group employed by these schools	75%	71%	100%	76%

# Additional Areas for Deeper Analysis

- Dental school faculty
- Feeder schools

# Feeder Schools 2014-2017

	African American	Hispanic
1	HOWARD UNIVERSITY	FLORIDA INTERNATIONAL UNIVERSITY
2	XAVIER UNIVERSITY OF LOUISIANA	UNIVERSITY OF FLORIDA
3	SPELMAN COLLEGE	UNIVERSITY OF CENTRAL FLORIDA
4	UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL	UNIVERSITY OF PUERTO RICO - RIO PIEDRAS CAMPUS
5	OAKWOOD UNIVERSITY	NOVA SOUTHEASTERN UNIVERSITY
6	UNIVERSITY OF MARYLAND - COLLEGE PARK	UNIVERSITY OF SOUTH FLORIDA - TAMPA
7	TENNESSEE STATE UNIVERSITY	FLORIDA ATLANTIC UNIVERSITY
8	NON-US/CANADIAN (FOREIGN) INSTITUTION	FLORIDA STATE UNIVERSITY
9	MOREHOUSE COLLEGE	ARIZONA STATE UNIVERSITY - TEMPE
10	HAMPTON UNIVERSITY	UNIVERSITY OF PUERTO RICO - MAYAGUEZ CAMPUS



# Feeder Schools

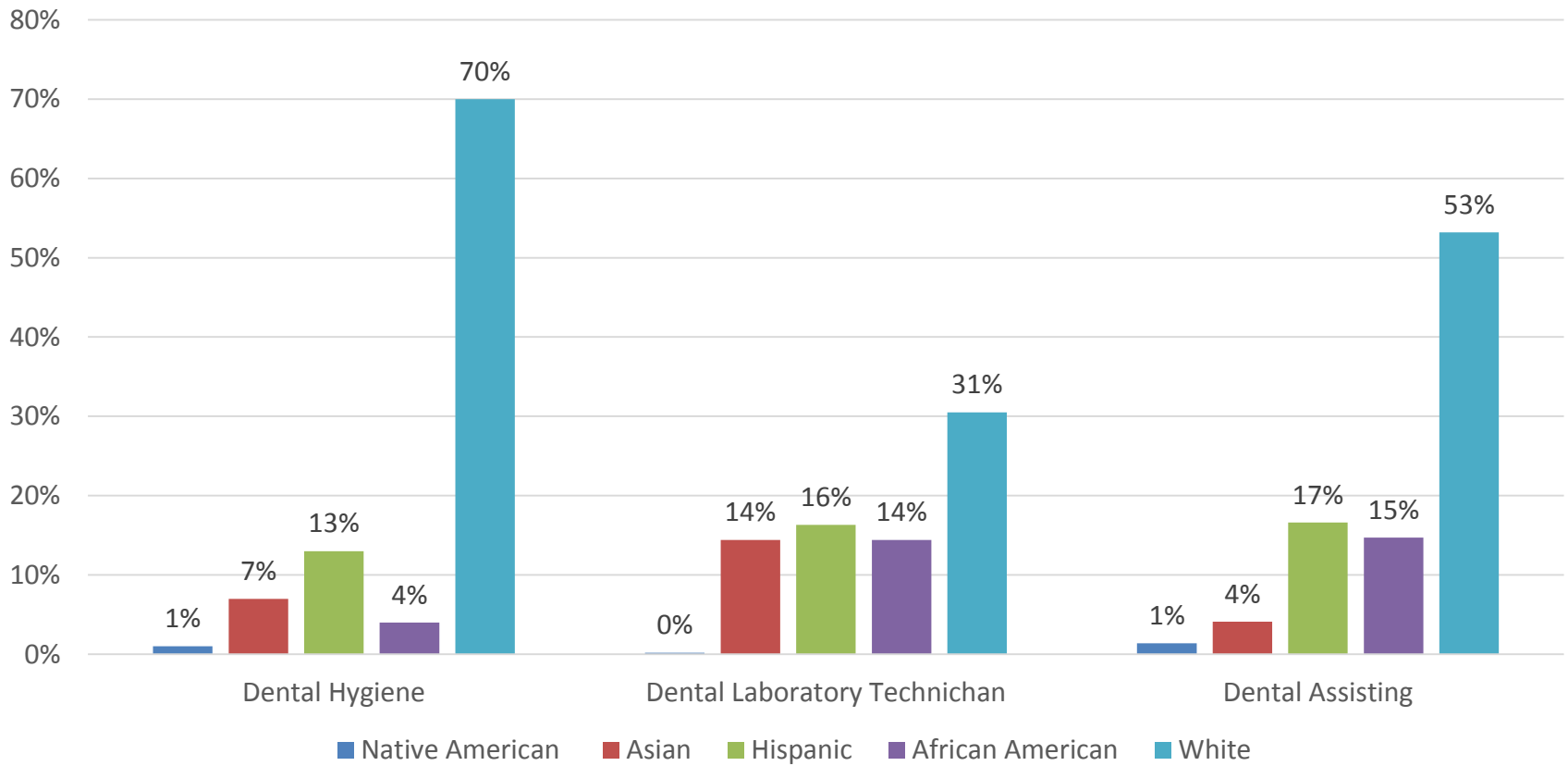
	Asian	White
1	UNIVERSITY OF CALIFORNIA - LOS ANGELES	BRIGHAM YOUNG UNIVERSITY
2	UNIVERSITY OF CALIFORNIA - IRVINE	OHIO STATE UNIVERSITY
3	UNIVERSITY OF THE PACIFIC	UNIVERSITY OF MICHIGAN - ANN ARBOR
4	UNIVERSITY OF CALIFORNIA - SAN DIEGO	UNIVERSITY OF FLORIDA
5	NON-US/CANADIAN (FOREIGN) INSTITUTION	UNIVERSITY OF GEORGIA
6	UNIVERSITY OF WASHINGTON - BOTHELL CAMPUS/SEATTLE CAMPUS/TACOMA CAMPUS	UNIVERSITY OF CALIFORNIA - LOS ANGELES
7	UNIVERSITY OF CALIFORNIA - DAVIS	INDIANA UNIVERSITY - BLOOMINGTON
8	UNIVERSITY OF TEXAS - AUSTIN	UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL
9	UNIVERSITY OF CALIFORNIA - BERKELEY	MICHIGAN STATE UNIVERSITY - EAST LANSING
10	UNIVERSITY OF BRITISH COLUMBIA	UNIVERSITY OF WISCONSIN - MADISON

# Additional Areas for Deeper Analysis

- Dental school faculty
- Feeder schools
- Allied dental education

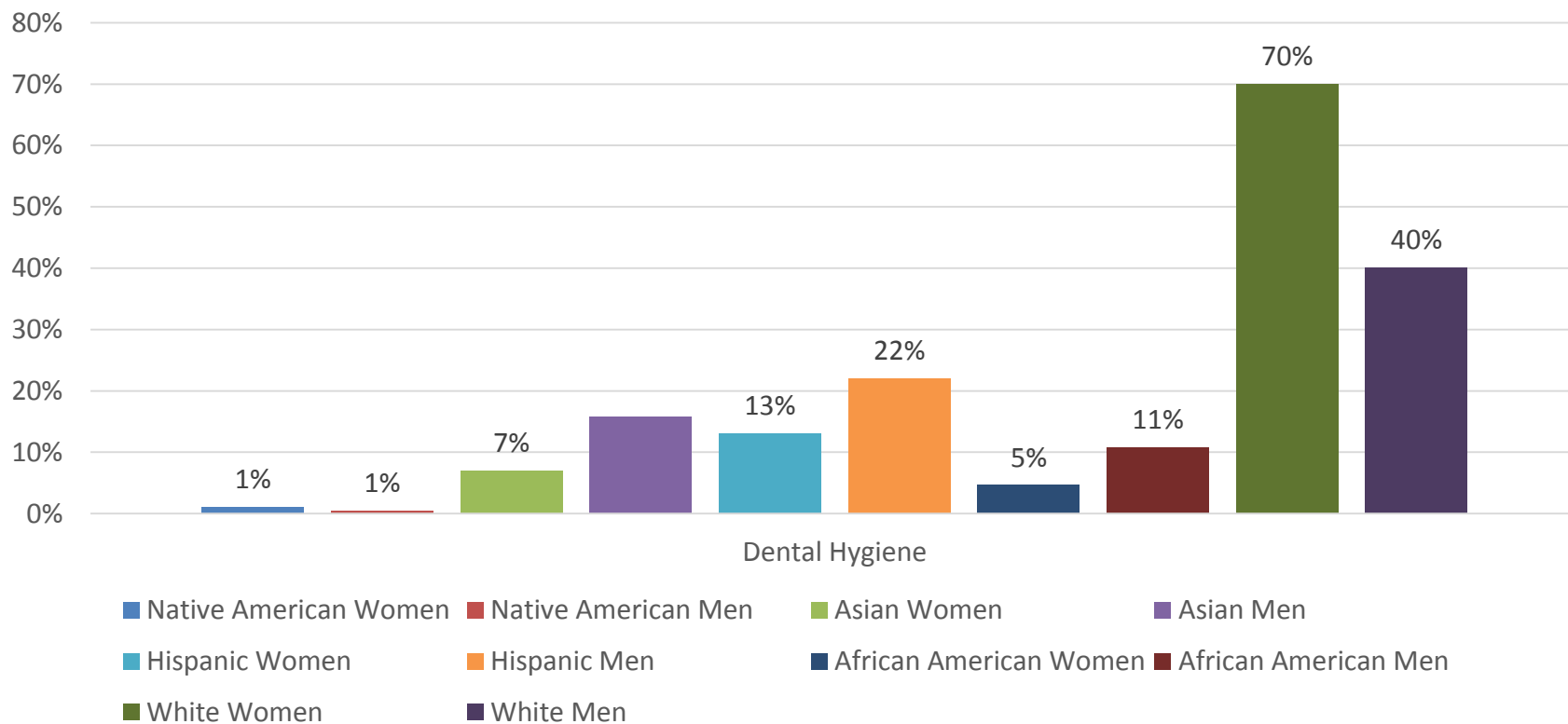
# Allied Dental Education Enrollment by Race and Ethnicity, 2015-16

Chart Title



# Dental Hygiene Enrollment by Race, Ethnicity, and Gender, 2015-16

Chart Title



# Key takeaways...

- Dental school racial/ethnic diversity not great, but not unique.
- Pipeline: continue recruitment fight in small pond or grow pond?
- URM distribution skewed?
- Continue deeper analysis of other areas to better understand diversity in dental education.