

## Appendix H

### Lessons Learned—ADEA/WKKF Minority Dental Faculty Development Program: “Growing Our Own”

#### Background

The seven original American Dental Education Association/W.K. Kellogg Foundation (ADEA/WKKF) Minority Dental Faculty Development (MDFD) grantees are not just “models” for replication of lessons learned and best practices. They are academic/community laboratories that serve as in situ resources from which continuous new insights will be gained as new knowledge is applied to changing concepts, ideas and operations. These seven laboratories will experience continuous quality improvement from their collaborative partnerships and complex packaging of resources for sustainability of diversity and inclusion as a core value.

#### Lessons Learned (A Summary):

1. The **Dean’s leadership** is critical to success.
2. Clearly articulated diversity **policy statement(s)** are major drivers for resource support.
3. **Diversity** is seen as numbers (compositional). Understanding and use of curricular and institutional components of diversity and inclusion are evolving concepts that change thinking and behaviors.
4. **Mentoring** programs are needed for predoctoral and advanced dental education trainees as well as for faculty.
5. **Academic climate** changes require supportive resources and opportunities for social and inclusive interactions.
6. A diversity executive **leadership pipeline** is missing (e.g., second tier and Dean’s “team”) in dental education.
7. **Cultural competency** concepts require the inclusion of social determinants that affect behavior and policies.
8. **Logic modeling** and gap analysis—strategic planning to provide understanding on where you are, where you want to be and how you’re going to get there—are effective tools for strategic planning, messaging and outcomes assessment.
9. **Be innovative** in considering interprofessional education collaboration, resource sharing and leadership development opportunities.
10. The value of short-term strategies to achieve long-term goals is being realized at MDFD grantee institutions. **Constant vigilance** is required as the work in progress continues toward the long-term goal of diversity and inclusion in the dental workforce.

**Sustainability Plans (A Summary):**

1. Logic model use (bench strength change)
2. Deans' teams leadership (skills and delegation)
3. Collaborations (capacity building)
4. Pipeline focus (K-12 through faculty/research)
5. Targeted institutional change (CQI)
  - Admissions
  - Retention mentoring
  - Outreach community
  - Research development
  - Alumni (tracking and use)
  - Allied dental inclusion
  - Interprofessional education and practice

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