

Holistic Admissions: The Dentistry Perspective



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NCIN 4th Annual Summit
Washington, D.C.
Oct. 7, 2011

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*Prediction is very
hard, especially
about the future.*

--Yogi Berra



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Some Typical Admissions Issues



Have increased the number of URM and disadvantaged applicants, but they are not being interviewed or admitted

The URM applicants being admitted do not enroll

Few or no URM and disadvantaged students involved in the admissions process

Behind the Issues



Admissions Committee not focused on mission to increase URM/disadvantaged student enrollment

Sense among Admissions Committee members that URM students “cannot make it”

Current and former URM students express the perception of a negative atmosphere and do not feel they are treated favorably

ADEA Admissions Committee Workshops

- Initiated in 2004 – supported by Robert Wood Johnson Foundation
- 50% of dental schools have hosted a workshop
- Facilitated by team of 10 dental school admissions administrators + ADEA staff



What Changes Can Make a Difference?

What doesn't work and what does



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What Does **NOT** Work



Recruiting for dentistry
only



Assuming your institution
will be the draw



Having a cut-off for GPAs
and DATs

What Does Work



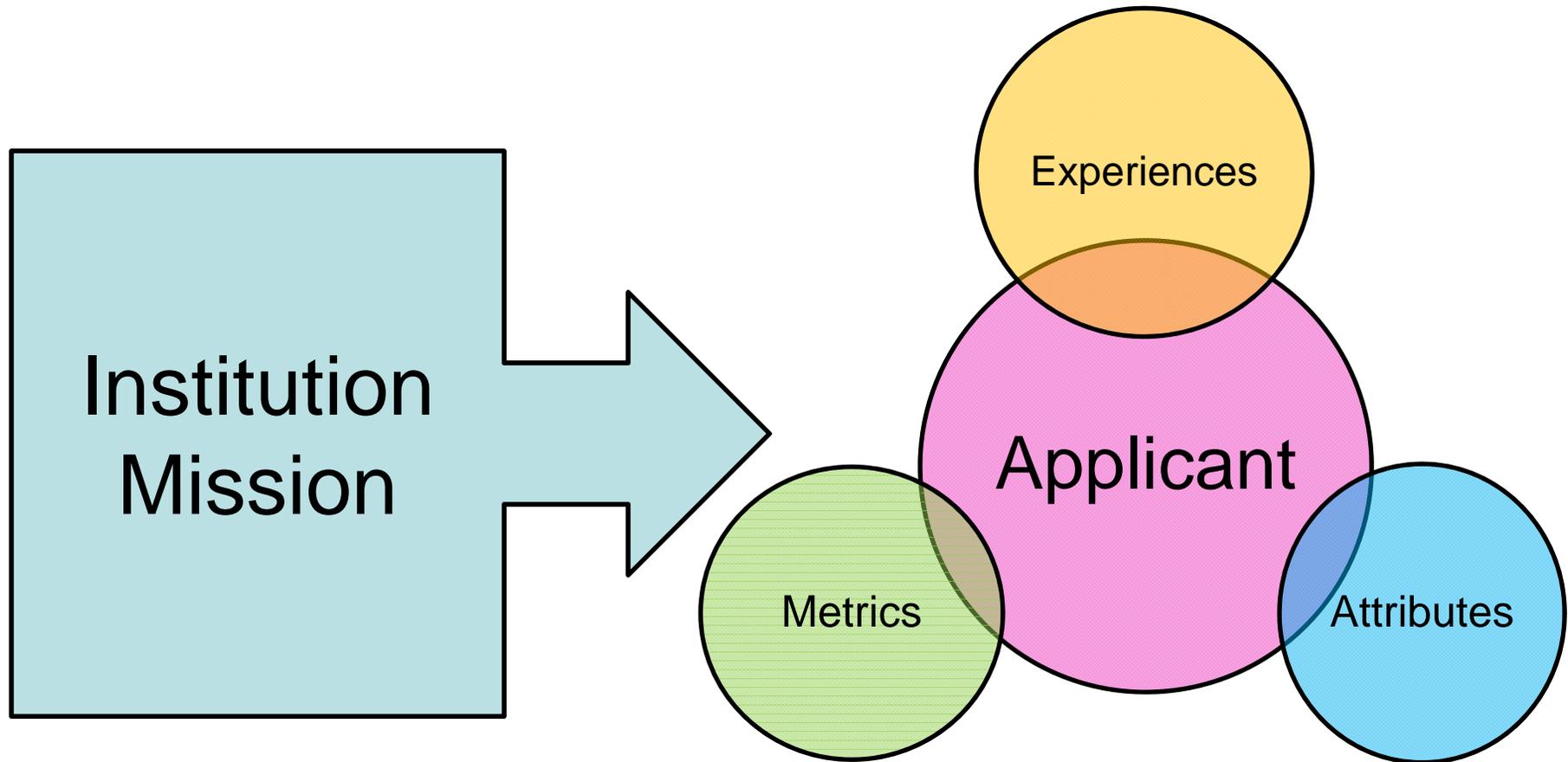
Support from Dean and Faculty

Leadership by the Admissions Committee

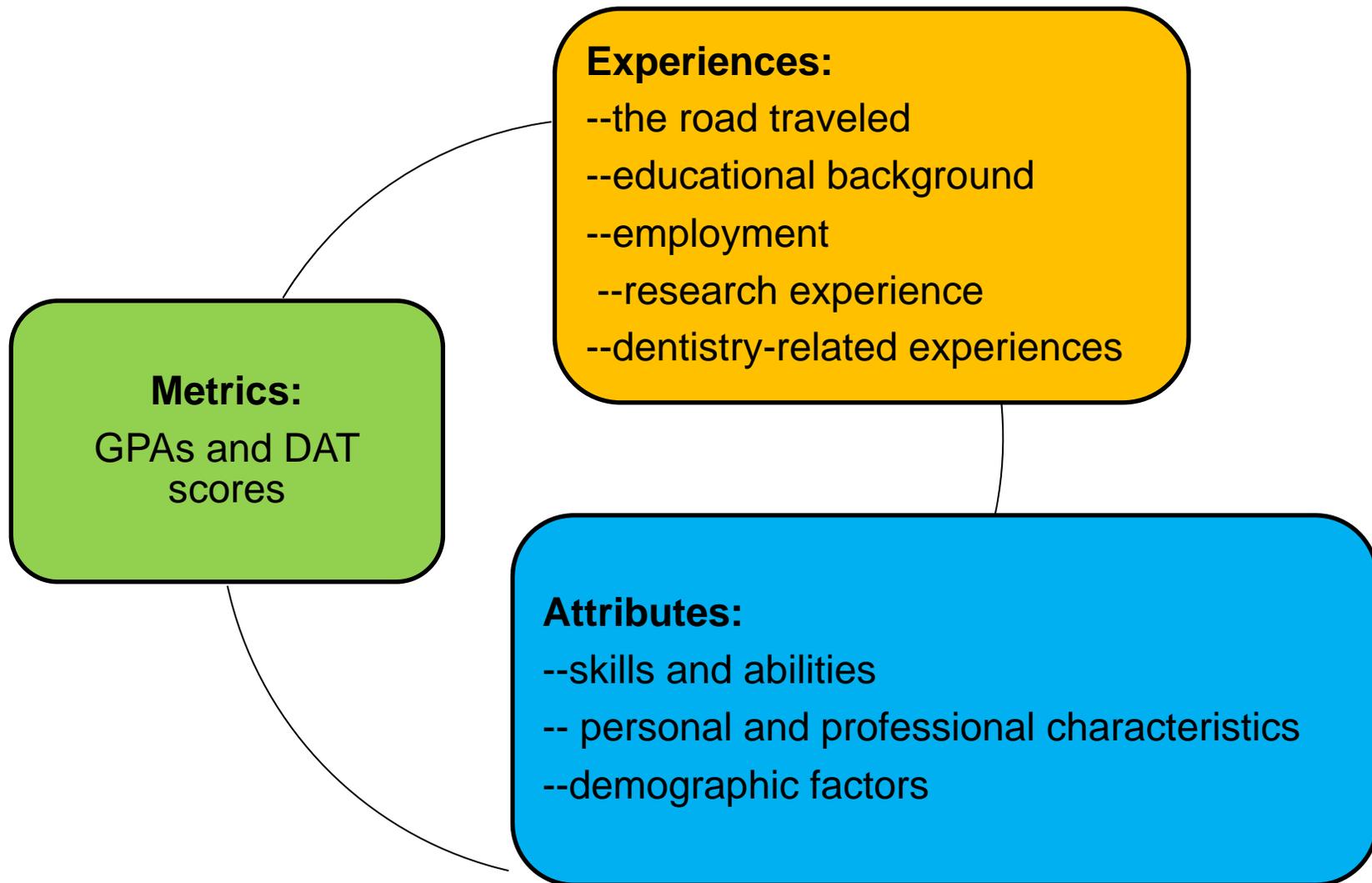
Partnership with Medicine and
other Health Professions



The Holistic Perspective



A Holistic Perspective of Applicants



Holistic review must be utilized throughout the admissions process, including initial applicant screening



Several researched holistic admissions strategies:

- Multiple Mini Interview (MMI)
- ETS-Personal Potential Index (ADEA PASS)

What Does Work

A working pipeline

Strong summer &/or post-baccalaureate program



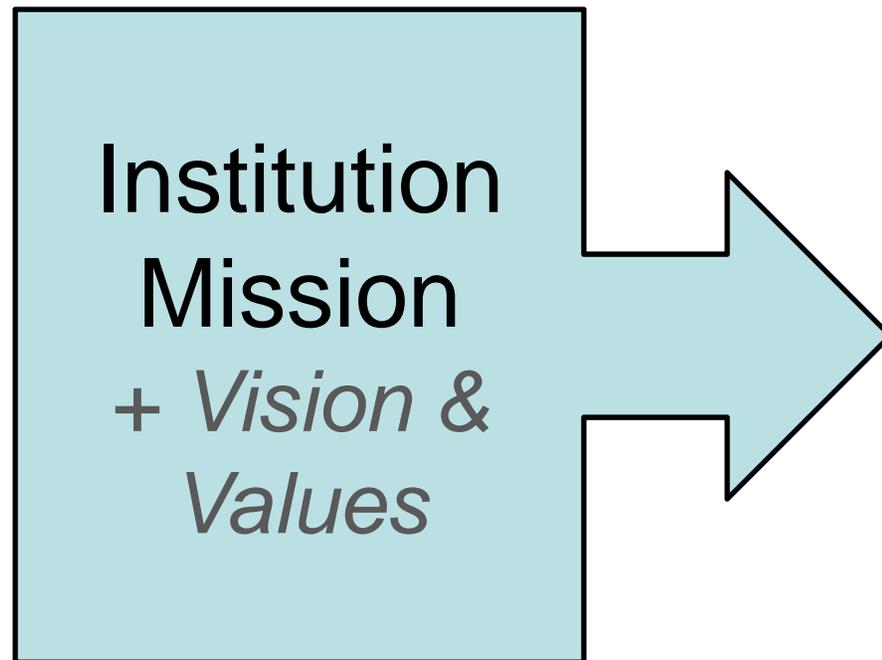
Holistic review

Consistent data

Sample Admissions Committee Mission Statement

"To assure high quality and increased access to oral health care in the United States, the Admissions Committee will strive to increase the selection and enrollment of dental students who will be of high quality, diverse, and sensitive to the oral health needs of patients."

One School's Approach to Screening Applicants



Screening Applicants

Ability to successfully navigate rigorous curriculum

- demonstrated commitment to community service
- potential to work in an underserved community
- leadership
- life experiences

- critical thinking skills
- ability to uphold professional standards
- emotional intelligence
- special skills
- unique insight

"By defining 'merit' more broadly, we can re-conceptualize attributes and experiences as meritorious in the same way academic achievement is commonly considered."

Will the applicant bring unique contributions to the class?

Outcomes?

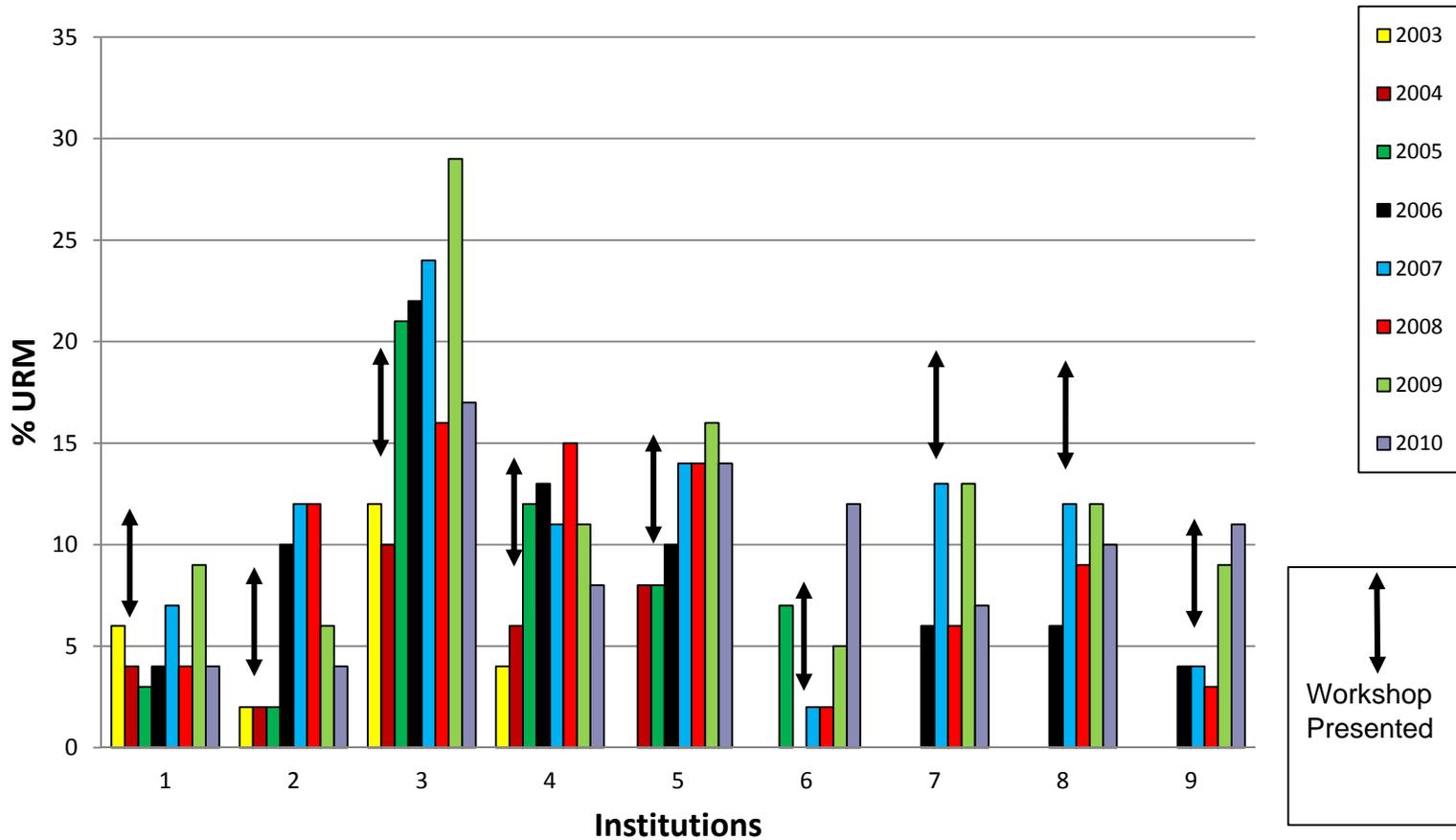


RWJF SMDEP Program: Admission to Medical and Dental School

	Medical School Enrolled	Dental School Enrolled
2006 Scholars	277	86
2007 Scholars	167	80
2008 Scholars	78	47
2009 Scholars	2	2
Total	524	215

Other areas: Basic Science Graduate School, Basic Science Research, Biomedical Engineering, Business, Psychology, Dental Hygiene, Education, Healthcare Management, Law, Public Health, Nursing, Optometry, Physician Assistant, Pharmacy, Podiatry, Veterinarian Medicine

Percentage of First Year Entering URM Students at Schools Where the Admissions Workshop was Presented 2004 - 2007



Thanks for the Opportunity

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Building the Diversity Pyramid

