

**Florida A&M University and  
University of Florida**

**Collaborative Proposal to  
Enhance Dental Education in Florida**

The submission of this proposal constitutes a commitment by Florida A&M University and the University of Florida that, if the proposal is approved by the Board of Governors and the requested funding is appropriated by the Legislature, the two universities will work collaboratively to meet the goals outlined in this proposal.

*James H. Ammons*

Signature of President,  
Florida A&M University

10/21/11

Date

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Signature of President,  
University of Florida

Date

10-21-11

The proposed collaboration between Florida A&M University and the University of Florida, described in this document, addresses the following major goals:

1. Address Florida A&M University's goal to provide its students with access to dental school through a collaboration with the University of Florida, the only university in the State University System that has a College of Dentistry.
2. Expand the enrollment at the University of Florida, College of Dentistry (UF-COD), to accommodate additional dental students, with the goal of enhancing access for socially and economically disadvantaged students, and with the ancillary educational benefit of broadening diversity of individuals enrolled in the Doctor of Dental Medicine (DMD) program.
3. Increase access to dental care for low-income, minority and other under-served Floridians through expansion of the community-based clinical rotations of dental students enrolled in the UF-COD DMD program. Additionally, advocacy for loan repayment programs for dentists willing to provide care in the underserved communities will also increase access for low-income Floridians.

## Executive Summary

The proposed collaborative program between Florida A&M University and the University of Florida, College of Dentistry has two main objectives. First, Florida A&M initiated the program to address its priority goal of exciting its students about dental careers and increasing their access to dental school. Florida A&M seeks to accomplish this goal through a collaboration with the University of Florida, the only university in the State University System (SUS) that has a College of Dentistry. Second, both institutions are championing the program because it responds to two critical State problems: disparities in access to dental education for socially and economically disadvantaged students in Florida, and disparities in access to dental services for low income, minority, and socially disadvantaged children and adults in the State. In addition, the program is expected to have the ancillary benefit of broadening the diversity of individuals enrolled in dental and medical school at SUS institutions. Broad diversity in the student body is critical to the educational opportunities and preparation of all dental and medical students, if they are to serve a diverse and global society.

The benefits of the collaborative program include:

- Enhanced opportunities for disadvantaged students to obtain careers in dentistry through a collaborative pipeline program based at Florida A&M University (FAMU).
- Expansion of the Doctor of Dental Medicine (DMD) enrollment at the University of Florida, College of Dentistry (UF-COD) by 12 students per year or 48 students over four years.
- Increased access to dental care for low-income, minority and other underserved Floridians through expansion of the community-based clinical rotations of University of Florida students enrolled in the DMD program.

### Specific Goals

#### **1. Increase the access of socially and economically disadvantaged students, including students from Florida A&M University, to Florida dental and medical schools.**

Florida A&M University (FAMU) will establish a Health Sciences Academic Enrichment Program (HSAEP) that will recruit and prepare 50 disadvantaged students annually to matriculate into the University of Florida's College of Dentistry (UF-COD) and other State University System (SUS) of Florida dental and medical schools. Four strategies will be used to establish a sustainable pipeline of qualified disadvantaged students:

- Outreach Program for middle and high school students.
- FAMU/UF-COD Dental/Medical Honors Program for promising disadvantaged undergraduate students.
- UF-COD Summer Learning Program for promising disadvantaged college students. The program will increase their academic competitiveness to enter dental school.
- Post-Baccalaureate Program for promising disadvantaged college graduates who were denied admission to dental school. The program will strengthen their academic foundation, prepare them for dental school and increase their national dental board score.

**2. Increase DMD enrollment at the University of Florida, College of Dentistry by 12 students per year.**

The UF-COD will expand the entering DMD class size from 80 to 92 students per year for four consecutive years resulting in a total of 48 additional students over a four-year period as reflected in the following table. The increase in class size will provide opportunities for Florida residents from disadvantaged backgrounds to pursue a career in dentistry.

Table 1. Proposed number of DMD Headcount Students enrolled at UF-COD per year, for the next four years. \*

|                               | <b>Year 1*</b> | <b>Year 2</b> | <b>Year 3</b> | <b>Year 4</b> |
|-------------------------------|----------------|---------------|---------------|---------------|
| 1DNs                          | 92             | 92            | 92            | 92            |
| 2DNs                          | 80             | 92            | 92            | 92            |
| 3DNs                          | 80             | 80            | 92            | 92            |
| 4DNs                          | 80             | 80            | 80            | 92            |
| <b>Total</b>                  | <b>332</b>     | <b>344</b>    | <b>356</b>    | <b>368</b>    |
| <b>Increase from baseline</b> | <b>12</b>      | <b>24</b>     | <b>36</b>     | <b>48</b>     |

\*Note: Headcount estimates assume constant enrollment, and do not take into account attrition from the DMD program which typically ranges from 0- 2 percent each year. When a vacancy occurs, the position can be filled by a student who is re-tracked in the curriculum, or by a transfer student. *Dental Students (DNs)*

**3. Increased access to dental care for low-income Floridians through expansion of the community-based clinical rotations of dental students enrolled in the UF-COD Doctor of Dental Medicine program.**

The UF-COD, through its Statewide Network for Community Oral Health, provides dental care to low-income children and adults in underserved communities through clinical education programs in partnership with safety net health care clinics located throughout Florida. The DMD class size expansion would allow us to increase the number of students on clinical rotations, thus improving access to dental services to patients served by these clinics.

Table 2. Budget Request for the FAMU and UF-COD Collaboration, including recurring and non-recurring costs for years 1-4 of the proposed project.

| Goals  | University/Program  | Deliverable(s)  | Budget Request for FAMU and UF-COD Collaboration <sup>1</sup> |                                   |                     |                     |                     |
|--|---|---|---|-----------------------------------|---------------------|---------------------|---------------------|
|  |   |   | Year-1 Recurring  | Year-1 Non-recurring <sup>2</sup> | Year-2 Recurring    | Year-3 Recurring    | Year-4 Recurring    |
| <b>Goal 1</b>  | <b>FAMU</b>   |   |   |                                   |                     |                     |                     |
| Increase access of under-served students to Florida dental schools | Establish a Health Science Academic Enrichment Program: Outreach program, Dental/Medical Honors program, Post-Baccalaureate program | Increase the number of economically and socially disadvantaged, well-qualified applicants for UF-COD and other health science programs in Florida universities <sup>2</sup> | \$1,600,000   | 0                                 | \$1,600,000         | \$1,600,000         | \$1,600,000         |
|  | <b>UF-COD</b>   |   |   |                                   |                     |                     |                     |
|  | A. Expand Summer Learning Program from 20 to 40 positions   | Increase the number of disadvantaged, well-qualified applicants for the UF-COD <sup>2</sup>   | a. \$300,000  | 0                                 | a. \$300,000        | a. \$300,000        | a. \$300,000        |
|  | B. Provide consultation to FAMU recruitment programs  |   | b. \$185,600  |                                   | b. \$185,600        | b. \$185,600        | b. \$185,600        |
|  |   | <b>Subtotal</b>   | <b>2,085,600</b>  |                                   | <b>2,085,600</b>    | <b>2,085,600</b>    | <b>2,085,600</b>    |
| <b>Goal 2</b>  | <b>UF-COD</b>   |   |   |                                   |                     |                     |                     |
| Expand DMD enrollment  |   | Increase DMD enrollment from 80 to 92 students per year <sup>3,4</sup>  | \$660,725   | \$2,200,000                       | \$ 1,756,390        | \$ 1,982,175        | \$ 3,821,666        |
|  |   | <b>Subtotal</b>   | <b>\$660,725</b>  | <b>\$2,200,000</b>                | <b>\$ 1,756,390</b> | <b>\$ 1,982,175</b> | <b>\$ 3,821,666</b> |
| <b>Goal 3</b>  | <b>UF-COD</b>   |   |   |                                   |                     |                     |                     |
| Improve access to dental care                                      |   | Assign additional DMD students to community-based clinical rotations to improve access to dental care <sup>5</sup>  | 0   | 0                                 | 0                   | 0                   | 0                   |
|  |   | <b>Total</b>  | <b>\$2,746,325</b>  | <b>\$2,200,000</b>                | <b>\$3,841,990</b>  | <b>\$4,067,775</b>  | <b>\$5,907,266</b>  |

1. Assumes constant dollars and includes no consideration to Consumer Price Index (CPI) or other economic factors that would impact budget projections.
2. This proposal requests recurring funds (\$1.6M) to support the educational costs associated with establishing a Health Sciences Academic Enrichment Program to increase the number of economically and socially disadvantaged, well qualified applicants for UF-COD or other health science programs in the State University System of Florida. Funds are requested for faculty, staff, and program operations. Ancillary benefits include broadening the diversity of the student bodies in such programs. UF-COD's consultation and Summer Learning Program expansion will compliment FAMU's efforts.
3. Non-recurring funds are requested by UF for Year-1 only. UF-COD received a federal HRSA grant to add ten work stations to its 80 station dental simulation laboratory, so the college can begin program expansion by 12 students in Year-1 without additional renovation costs. However, funds are needed to renovate a classroom (\$800,000) and clinical space to accommodate the additional students (\$1.4M) for a total non-recurring expense of \$2.2M.
4. This proposal requests recurring funds to support the educational costs associated with the incremental increase of 12 DMD students per year over four years, and the recurring expenses increase proportionately with enrollment, primarily to fund additional faculty and staff.
5. There are no additional funds requested to support the expanded assignment of DMD students to community-based clinics. The additional costs associated with this activity would be included in the recurring request for funding for the increased DMD headcount.

## **I. Program Overview**

Florida A&M University (FAMU) will collaborate with the University of Florida, College of Dentistry (UF-COD) in the establishment of a Health Science Academic Enrichment Program (HSAEP). The HSAEP will include an Outreach Program for Middle and High School students, FAMU/UF-COD Dental/Medical Honors Program for promising undergraduate students, and a Post-Baccalaureate Program for promising disadvantaged college graduates who applied but were denied admission to dental school. Students participating in the FAMU/UF-COD Dental/Medical Honors program will be afforded the opportunity to participate in the proposed UF-COD expanded Summer Learning Program.

UF-COD will expand its class size by 12 dental students per year for a total increase of 48 dental students per year after the four-year phase-in period. It is expected that the collaborative relationship with FAMU would help UF-COD to increase the numbers of socially and economically disadvantaged students who are able to attend dental school. An ancillary benefit will be to broaden the diversity of UF-COD dental classes with a goal of enhanced educational opportunities for all dental students. Students need to be well-prepared to serve in a diverse and global society. This program will provide highly valuable educational experiences for all students, including opportunities to work with a broad diversity of individuals in dental school to build critical multi-cultural skills.

This aspect of the proposed collaboration between FAMU and UF-COD will help the state address a critical problem--the lack of economically and socially disadvantaged students enrolled in Florida's dental schools. The specific academic objectives of the proposed initiative are to:

- Provide Middle and High School, Honors (Undergraduate), and Post- Baccalaureate students with an outstanding academic foundation in health sciences, with special emphasis on attracting talented disadvantaged students who are committed to a career in dentistry and should have the ancillary benefit of broadening the diversity of individuals enrolled in dental school; and
- Provide for expansion of the DMD class at UF-COD from 80 to 92 students per year over a four-year period for a total enrollment increase of 48 dental students by Year 4. A collaborative admissions agreement between FAMU and UF-COD will be developed regarding the admissions criteria for enrolling these students into the DMD program.

**Table 3. Timeline for full implementation of Florida A&M University’s Health Sciences Academic Enrichment Program.**

| Activity  | Timeline/Date Accomplished |
|---|----------------------------|
| FAMU/ UF-COD Collaborative Proposal approved by the Board of  | November 2011              |
| FAMU/UF-COD initial state funding                             | May 2012                   |
| Recruitment of Outreach, Honors and Post-Baccalaureate        | December 2012              |
| Receive and review applications for the Honors                | January 2013-March         |
| Receive and review applications for the Post-Baccalaureate    | January 2013-March 2013    |
| Notification of Acceptance into the Honors Program            | April 2013                 |
| Notification of Acceptance into the Post-Baccalaureate        | April 2013                 |
| Dental/Medical Honors Program starts<br>Number of Students 50 | June 2013                  |
| Post-Baccalaureate Program starts<br>Number of Students 12-14 | August 2013                |
| First Post-Baccalaureate cohort finishes                      | May 2014                   |
| First Post-Baccalaureate cohort admitted to UF-COD or Medical | August 2014                |
| Second Post-Baccalaureate cohort starts                       | August 2014                |
| Second Post-Baccalaureate cohort finishes                     | May 2015                   |
| Second Post-Baccalaureate cohort admitted to UF-COD or        | August 2015                |
| Third Post-Baccalaureate cohort starts                        | August 2015                |
| Third Post-Baccalaureate cohort finishes                      | May 2016                   |
| Third Post-Baccalaureate cohort admitted to UF-COD or Medical | August 2016                |
| Fourth Post-Baccalaureate cohort starts                       | August 2016                |
| Fourth Post-Baccalaureate cohort finishes                     | May 2017                   |
| First Class of Honors students Graduate                       | July 2017                  |
| Fourth Post-Baccalaureate cohort admitted to UF-COD or        | August 2017                |

## II. Program Details

### A. FAMU Health Sciences Academic Enrichment Program (HSAEP)

FAMU and UF-COD will take a comprehensive approach to develop a HSAEP which will prepare a sustainable pipeline of qualified disadvantaged students for dental school. The four major initiatives that will be implemented include establishment of:

- Outreach Programs (Middle, High School);
- A FAMU/UF-COD Dental/Medical Honors Program;
- UF-COD Summer Learning Program; and
- A FAMU Post-Baccalaureate (PB) Program.

The development of FAMU's recruitment programs will be supported by the request for direct funding to UF-COD in the amount of \$185,600 for one full-time faculty member to provide consultation to FAMU on an ongoing basis.

The FAMU Health Sciences Academic Enrichment Program will also benefit students who have an interest in pursuing other FAMU health professions or medicine. In collaboration with FAMU, the Florida Atlantic University College of Medicine and Florida State University College of Medicine will provide students interested in a career in medicine with opportunities to participate in seminars, research projects and medical/community activities, and receive mentoring and pre-professional advising.

#### Outreach Programs

The focus of the outreach program will be on middle and high school students. Overall, the program will be designed to increase awareness of careers in the health profession; provide opportunities to interact with health care professionals; and prepare students for successful entry into health science-related majors in college.

1. Middle School Program (grades 6-8): The program will be designed to provide interaction with healthcare professionals, participation in medical science workshops to expose students to various careers in healthcare, and provide individualized tutoring and assessment. Students will come from middle schools throughout Florida.

2. High School Program (grades 9-12): The program will be designed to prepare students for entry into collegiate studies of pre-medicine/dentistry, allied health sciences, pharmacy and/or the public health sciences. The program will provide test preparation for the SAT and ACT, critical thinking, skills enrichment, career shadowing, health professions workshops and presentations, college admission and financial aid seminars, mentoring, health clubs, clinical observations and health care system site visits. An after-school program will be offered to high schools throughout Florida.

## **B. FAMU/UF-COD Dental/Medical Honors Program**

1. Undergraduate Component - The FAMU/UF-COD Dental/Medical Honors Program will be a special track for academically promising college freshman students with an interest in dentistry or medicine. Honors students will receive an academically enriched undergraduate program, including tutoring, counseling, mentoring, summer experiences in research laboratories and community clinics, and access to advanced science courses. They will also be given priority for academic and need based scholarships. As a further incentive, honors students will be given priority consideration for acceptance to the UF-COD, if they maintain high academic standards, and make acceptable board scores. Fifty freshman students will be enrolled in the dental/medical honors program each year. A cohort of at least twenty (20) students will be specifically identified for dentistry. These students will participate in the UF-COD proposed expanded *Summer Learning Program* to support their professional development, broaden their understanding of the dental profession and the dental admissions process, with the goal of facilitating the admissions of underrepresented and disadvantaged students into dental education programs.
2. Recruitment - The major FAMU feeder high schools statewide will be contacted to identify academically promising and potential applicants to FAMU. A special effort will be made to interest these students in dentistry or medicine. In addition, the FAMU website will present the Dental/Medical Honors program and will ask interested students to contact FAMU. FAMU's admissions application will have a box to check for students interested in the Dental/Medical Honors program, and the accepted freshman student list will be scanned for possible candidates.
3. Program – Students participating in the Dental/Medical Honors program will receive:
  - a. Access to summer research opportunities in biomedical and clinical research laboratories;
  - b. Professional development through seminars, workshops and enrichment courses in the health-sciences, public health, etc.;
  - c. Access to learning specialists and tutors;
  - d. Access to faculty and peer mentors from the FAMU Health Science Programs and UF-COD.

Program Organization The Dental/Medical Honors program will be administered in the University Honors Program.

## **C. UF-COD Summer Learning Program**

A cohort of twenty (20) students enrolled in the FAMU/UF-COD Dental/Medical Honors Program will participate in a three-week Summer Learning Program focusing on dentistry on the UF campus in Gainesville during the summer semester of their sophomore year. Students will



- Produce hands-on projects in dental simulation laboratory
- Shadow dental students in clinics
- Explore dentistry and its specialties with dental faculty and students
- Receive one-on-one advising from an admissions officer
- Network with UF faculty and students

Funding in the amount of \$300,000 to the University of Florida to expand UF-COD's Summer of Learning Program will cover the cost of one full-time faculty member and one full-time staff member dedicated to the program as well as the additional expenses for housing, food, etc. incurred from the expansion of the existing program from 20 to 40 students.

#### **D. FAMU Post-Baccalaureate (PB) Dental Program**

The Post-Baccalaureate Dental program will be a 12-month intensive science experience for students who applied to dental school but were not accepted. These students did show promise, and the PB program is intended to strengthen their academic records, so that they are accepted on re-application. This will provide students a rigorous academic program in the sciences, and information and experiences related to a career in dental medicine. The specific objectives of the program are to:

- 1) Assist students with becoming more competitive for admission to dental school;
- 2) Assist students with the application process;
- 3) Advance students' professional growth and knowledge in the delivery of oral health care to underserved communities; and
- 4) Prepare students for the academic climate and the challenge of the dental school curriculum.

Emphasis is placed on strengthening the student's chances of gaining acceptance by addressing learning strategies and study skills, improving performance on the Dental Admissions Test (DAT), assisting with the application process, enrolling in challenging upper division science courses, and providing in-depth exposure and enhancing knowledge about the dental profession. Applicants to the program must have completed and received their undergraduate degree from an accredited college or university and meet all of the following criteria:

- Acceptable overall GPA and science GPA;
- Documented evidence of being academically or economically disadvantaged;
- Possess a demonstrated interest and desire to work with low-income, minority and other underserved communities or in communities with limited access to dental health care.

**1. Recruitment** – Twelve to 14 PB students will be admitted annually. Students will be recruited primarily from among applicants to the University of Florida and other dental schools who were not accepted. Other strategies for recruiting students will be a website and relationships with admission officers at other dental schools.

**2. Priority Consideration** – PB students will be given priority consideration to selected feeder dental schools (e.g., UF-COD), if they maintain high academic standards and make acceptable

board scores.

3. **Science Courses** – PB students will have an advisor who will select the science courses that they will take. These will be a combination of undergraduate and graduate science courses for most students, and the course selection will be customized to meet the needs of each student. They will average 12 credit hours of science courses for each of three semesters within a 12-month period.

4. **Non-Science Courses and Experiences** – The advisor will also select non- science courses and experiences for students such as courses on health care disparities and health policy, and experiences such as assisting in a dental clinic or hospital.

5. **Program Structure** - The program requires full-time participation for one year. DAT preparation, learning skill workshops, seminars, application assistance, and clerkships take place during the summer and fall. The academic program starts in the fall and continues until summer. The program will feature six components.

a. Learning Skills Training: All PB students will meet with a learning specialist to correct any deficiencies in study methods, self-confidence, etc. Those needing special services will receive it. The learning skills components will consist of the initial assessment, study skills workshops, and individual consultations with students. Individual assessments are completed during the first two weeks of the program.

b. Dental Admissions Test (DAT) Preparation Course: The primary program activity for the post-baccalaureate program will be tutoring and practice sessions in preparation for the DAT along with in-depth instruction.

c. Research: Each student will be assigned a faculty mentor who oversees and supervises a research project.

d. Academic Course Work: All students will be enrolled in upper division science courses such as anatomy, physiology, microbiology, neuroscience, pharmacology, and cell biology at FAMU during the fall semester. The academic course work will be personalized for the spring semester based on each student's transcripts, needs, and interests.

e. Application Support: PB students will participate in workshops such as preparing a personal statement and receive guidance in selecting dental schools matching his or her academic profile that would provide a good likelihood of obtaining an interview and eventual admission.

f. Seminar Series: Seminars during the summer will focus on topics that prepare students for the academic year, such as financial aid, diversity training, application assistance, and team building. During the academic year, students are invited to participate in a variety of seminars that focus on oral health disparities. This experience provides students an opportunity to interact with senior researchers, become more familiar with the needs and concerns of

disadvantaged communities, and hopefully, reinforce their desire to practice in an underserved community.

6. **Unsuccessful Students** – Students who complete the program will receive a certificate, and those not admitted to dental school will have the opportunity to apply their course credits to other FAMU health profession or graduate science programs.

**E. UF-COD Senior Dental Student Community Rotations**

Senior dental students now spend about six weeks in community clinics providing care to low-income, minority and other under-served patients. Students are productive (e.g., more patient visits and services) in these sites, because they have access to trained dental assistants and other clinical and administrative staff. As a result, they have a positive impact on reducing dental access disparities. This program will be expanded with the addition of another 12 senior students.