

ADEA Collaborative on Dental Education Climate Assessment – Phase II

Date Appointed: Aug. 1, 2021

Background:

At the direction of Dr. Karen P. West, the ADEA President and CEO, the ADEA Collaborative on Dental Education Climate Assessment (ADEA CDECA) was created in December 2019 to explore the potential need for a climate survey across all dental schools and allied dental programs in the United States and Canada. Dr. West appointed the following representatives to ADEA CDECA:

- Staff from the ADEA Offices of Access, Diversity and Inclusion; Policy and Educational Research; and Learning;
- ADEA Diversity and Inclusion Advisory Committee representatives; and
- Independent researchers from four dental schools: University of Michigan School of Dentistry; Virginia Commonwealth University School of Dentistry; University of California, San Francisco, School of Dentistry; Indiana University School of Dentistry; and a researcher from the Academy for Advancing Leadership.

ADEA CDECA spent seven months completing a feasibility study, which included conducting surveys and focus groups with a variety of key stakeholders in academic dentistry. The feasibility study was Phase I of ADEA's climate assessment initiative and culminated in the submission of an evidence-based report in September 2020 to Dr. West. The report recommended hiring an external consultant group to work with ADEA to conduct a dental education-wide climate assessment. Dr. West accepted the recommendation, and ADEA issued a Request for Proposals (RFP) in December 2020. After two rounds of vendor interviews with ADEA staff and stakeholders, [Nonprofit HR](#), a consulting group with offices in Washington, DC, and San Francisco, was selected as the climate study vendor. In June 2021, the ADEA Board of Directors approved funding for the dental education-wide climate survey.

Upon entering Phase II of the ADEA climate study initiative in July 2021, Dr. West requested that ADEA CDECA representatives work closely with ADEA staff, Nonprofit HR and the U.S. and Canadian dental schools and allied dental programs to conduct a dental education-wide climate study. Dr. West also appointed additional ADEA CDECA members to ensure that Canadian and allied dental health programs were adequately represented.

ADEA Collaborative Dental Education Climate Assessment Charge

ADEA CDECA – Phase II representatives will work with ADEA staff and Nonprofit HR consultants to:

1. Develop and design climate survey instrument(s) to capture key data on the climate; culture; environment; well-being; diversity, equity and inclusion practices, policies and activities; and key stakeholders' perceptions regarding these areas at U.S. and Canadian dental schools and allied dental education programs.

2. Assist in the development of timelines for instrument(s) design, key project milestones, data analysis and reporting to ADEA and its member institutions and programs.
3. Aid in designing and developing climate assessment protocols, marketing strategies and outreach to U.S. and Canadian dental schools and allied dental stakeholders to yield high climate survey response rates.
4. Provide recommendations regarding effective climate study data collection and scientific analysis to ensure evidence-based and clear reporting; presentation of data; and results/recommendations to ADEA, key stakeholder groups, members and participating climate survey dental schools and allied dental programs.
5. Evaluate and review data results presented and prepared by Nonprofit HR to recommend next steps for designing strategies (both at the ADEA association and campus levels) to create humanistic, safe, welcoming and inclusive environments that support the well-being and success of all students, faculty and staff in dental education.

Overview: ADEA CDECA – Phase II and the Climate Assessment

In Phase II, ADEA CDECA will assist Nonprofit HR with survey instrument(s) development; establishing survey marketing and outreach strategies to increase participation; planning for implementation; and providing recommendations for analyzing, reporting and using data to develop best practices. The communication tool for Phase II and all climate study work and work products will be the online “ADEA CDECA – Phase II Community” on ADEA Connect, a password-protected communication platform for ADEA organizational governing bodies, members and other stakeholder groups.

Additionally, ADEA CDECA members, Nonprofit HR consultants and ADEA staff must complete an Institutional Review Board (IRB) certification course, PHRP SBER, fulfilling the National Institute of Health’s human subjects research training requirements based on the revised 2018 Common Rule and current guidance. ADEA CDECA representatives, Nonprofit HR consultants and ADEA staff participating in the climate assessment project must provide ADEA with a copy of a valid IRB certificate fulfilling the NIH human subjects research requirements from a postsecondary campus IRB course or the online course (phrptraining.com/course-types/phrp-sber). All climate study meetings, discussions, communications, work product and activities of ADEA CDECA, Nonprofit HR and ADEA staff related to all aspects of the ADEA dental education-wide climate study will be held in the strictest confidence and not distributed or shared without approval from the ADEA Chief of Staff or the ADEA Chief Diversity Officer, who also serves as the ADEA Project Lead.

The ADEA Phase II climate survey timeline will be adjusted as needed to ensure effective design, participation, analysis and reporting. Significant and major changes to the survey timeline must be pre-approved by the ADEA President and CEO to ensure continuity of ADEA project management. Climate survey implementation at U.S. and Canadian dental schools and allied dental programs is tentatively scheduled for early January and February 2022, followed by survey data analysis and focus groups in mid-spring 2022 and final climate assessment report submissions and presentations in summer 2022.

Committee Composition

ADEA CDECA – Phase II includes representatives from the ADEA Diversity and Inclusion Advisory Committee, independent researchers/representatives from the U.S. and Canadian dental schools and allied dental education programs, Nonprofit HR consultants and ADEA staff. The ADEA staff Project Lead for CDECA is the ADEA Chief Diversity Officer with support from the ADEA Chief of Staff. The ADEA President and CEO will select and appoint an ADEA CDECA member to serve as co-Project Lead with the ADEA Chief Diversity Officer. The co-Project Leads will shepherd the implementation of the dental education-wide climate assessment and guide the work of the climate study vendor, Nonprofit HR. Additionally, the co-Project Leads are responsible for working closely with ADEA CDECA members to ensure their voices are heard and their individual and collective talents and expertise are best used.

Subcommittees, led by ADEA CDECA members, will be formed to assist with meeting project priorities and tasks to effectively and efficiently support the climate assessment study. With the ADEA President and CEO's pre-approval, subcommittee members external to ADEA CDECA may be appointed to ensure that deadlines and key milestones are accomplished and to provide additional subject matter expertise as needed.