

APPENDIX A: Institutional Effectiveness Assessment
UIC College of Dentistry

Goal # 1: To prepare highly qualified healthcare professionals, educators and scientists in the basic and oral health sciences.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Enroll a highly qualified dental class.	Maintain an adequate pool of qualified Illinois applicants for selection.	At least 250 Illinois Applicants	Annually	Admissions Committee/Associate Dean for Student and Diversity Affairs	Department Heads/EC	2005 341 Illinois Applicants	No action required continue to monitor
	Accept students with high entering science and overall GPA's	Science GPA average 3.3 or above Overall GPA average 3.4 or above	Annually	Admissions Committee/Associate Dean for Student and Diversity Affairs	Department Heads/EC	2005 3.4 Science 3.5 Overall	No action required continue to monitor
	Accept students with high DAT scores	DAT scores higher than national average	Annually	Admissions Committee/Associate Dean for Student and Diversity Affairs	Department Heads/EC	2005 19.2 ACA 17.2 PAT 19.1 T.S.	No action required continue to monitor
	Accept students with significant research experience and willingness to continue.	At least 6 students with significant research experience admitted	Annually	Admissions Committee/Associate Dean for Student and Diversity Affairs	Department Heads/EC	2005 9 students entered Summer Research Program	No action required continue to monitor

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2. Educate students to become highly qualified healthcare professionals.	Students must be deemed competent to practice dentistry at the time of graduation.	100% of students meet all of the College's Competency Statements before graduation.	Annually	Office of Academic Affairs	Department Heads/EC	2005 100% of students met all of the competency requirements	No action required continue to monitor
3. Develop dental students into scientists and educators.	Students should have the opportunity and interest to develop into faculty members.	2 students per year accepted into the PhD. Program	Annually	Office of Academic Affairs	Department Heads/EC	2006 entering class is the first class eligible	No action required continue to monitor

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Goal # 2: To provide patient centered care services that are comprehensive and compassionate for a diverse population.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Provide high quality comprehensive care to patients in UIC clinics with an emphasis on prevention and wellness.	Quality of Care Indicators in Record Audit System:	100% Compliance	AxiUm exception reports are provided every 30 days to Managing Partners, Program Directors and Students	Office of Quality Improvement	Associate Dean for Patient Services	2005 100% of reports are provided monthly	No action required continue to monitor
		100% Compliance	Patient record audits (hardcopy chart) are audited on a monthly basis. Reports include: <ol style="list-style-type: none"> 1. Incomplete/mislabeled radiographs 2. Unsigned treatment consent 3. Unsigned Notice of Privacy Practice 4. Unsigned/missing treatment plan (if applicable) 	Office of Quality Improvement	Associate Dean for Patient Services	2005 100% of patient record audits are occurring monthly.	
		100% Compliance	In addition, Patient Records (AxiUm and hardcopy chart) Audits are conducted weekly in the Group Practices looking at compliance on a random sample of records.	Group Faculty	Associate Dean for Patient Services	2005 100% of patient record audits are occurring weekly.	

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1. Provide high quality comprehensive care to patients in UIC clinics.	Quality of Care Indicators in Patient Audit System:	100% Compliance	Completion of treatment phase assessment made on quality of care provided.	Managing Partners	Associate Dean for Patient Services	2005 100% of patient completion of phase has had an assessment of quality of care provided.	No action required continue to monitor
	Assess patient satisfaction with care through survey data.	100% Compliance	Semi-annual evaluation of patient satisfaction	Office of Quality Improvement	Associate Dean for Patient Services	2005 100% compliant with evaluation surveys. Distributed to patients 2X a year. Survey provided annually.	No action required continue to monitor

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Goal # 3: To provide student-oriented educational programs that prepares individuals for thoughtful, ethical practice of dentistry and life-long learning.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Ensure that the curriculum is contemporary; provides integration of biomedical, behavioral and clinical sciences; and develops critical thinkers and lifelong learners.	Integrate technology into the pre-patient care, biomedical sciences, behavioral sciences and clinical curriculum.	Increase clinical settings for pre-patient care instruction by 30% per year until fully integrated.	Annually	Office of Academic Affairs	Department Heads/EC	In 2005 remodeling of Room 319 allowed for 90% of pre-patient care courses to be taught in a clinical setting	Continue to work with pre-patient care course instructor to move remaining courses to clinical setting
		Increase the number of courses utilizing Blackboard or web pages 30% per year until 100% compliance.	Annually	Office of Academic Affairs	Department Heads/EC	Less than 50% of all courses use Blackboard	Beginning in Fall 2006 All courses will have a Blackboard site. Faculty training for Blackboard will occur at the 2006 Faculty Advance
	Integrate critical thinking, into the pre-patient care, biomedical sciences, behavioral sciences and clinical curriculum.	Integrate some level of case-based instruction and/or evidence-based decision making into at least 50% of the courses by 2006 academic year.	Annually	Office of Academic Affairs	Department Heads/EC	Less than 50% of all courses use Case-Based /Evidence Based instruction as part of their course	Faculty will be instructed on case-based education at the 2006 Faculty Advance. College is hiring and educational specialist for 2006-07 academic year. College has endorsed a change to the Accreditation Standards to include Evidence-Based education.
	Integrate ethics, into the curriculum	Develop and implement a Class Code of Ethics by 2005 academic year.	Annually	Office of Academic Affairs	Department Heads/EC	Adopted in 2006 academic year	No action required continue to monitor

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Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
2. Apply appropriate academic standards, utilize standardized test results and competency evaluation tools to ensure that graduating students are competent.	National Boards Part I	100% pass rate for first-time takers	Annually	Office of Academic Affairs	Department Heads/EC	2004 92% 2005 92%	Continue “mock” Part I exam and modified fall D2 schedule with December date for Part I exam. Schedule Debriefing sessions. Allow define study time in curriculum.
		5 th quintile school overall performance	Annually	Office of Academic Affairs	Department Heads/EC	2004 2 nd Quint. 2005 pending	Curriculum Committee is asking Course Directors and Department Heads in subject areas with poor performance to devise a plan for improvement
	National Boards Part II	100% pass rate for first-time takers	Annually	Office of Academic Affairs	Department Heads/EC	2003 97.3% 2004 98.6% 2005 100%	Update “Mock” Part II exam.
		5 th quintile school overall performance	Annually	Office of Academic Affairs	Department Heads/EC	2003 4 th Quint. 2004 4 th Quint.	Curriculum Committee is asking Course Directors and Department Heads in subject areas with poor performance to devise a plan for improvement

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2. Apply appropriate academic standards, utilize standardized test results and competency evaluation tools to ensure that graduating students are competent.	CRDTS	100% pass rate for first-time takers	Annually	Associate Dean for Patient Services	Department Heads/EC	2004 96.6% 2005 90.5%	New ADEX exam to be given in 2006 continue to monitor results
	Graduation rate	100% on-time graduation rate (May Date)	Annually	Office of Academic Affairs	Department Heads/EC	2004 95% 2005 97%	No action required continue to monitor
	Attrition rate	Class attrition rates are 3% or less	Annually	Office of Academic Affairs	Department Heads/EC	2004 D1 3% D2 0% D3 0% D4 0%	No action required continue to monitor
						2005 D1 0% D2 0% D3 0% D4 0%	No action required continue to monitor

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Goal # 4: To foster collaborative research and develop specialized centers for innovative research in areas of health and disease.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Increase faculty and student research activities for the benefit of the public and the profession	Number of publications for all COD Faculty	At least 40 peer reviewed publications per year	Annually during Departmental Review Period	Department Heads	Associate Dean for Research	Pending	
	Amount of funded research	Increase at least 10% per year for next 5 years	Annually	Department Heads	Associate Dean for Research	2005 12% increase	No action required continue to monitor
	Amount of NIH funded grants	Increase at least 10% per year for the next 5 years	Annually	Department Heads	Associate Dean for Research	2005 23% increase	No action required continue to monitor
	Amount of corporate, foundation and non-NIH Federal grants	Increase at least 10% per year for the next 5 years	Annually	Department Heads	Associate Dean for Research	2005 15% decrease	

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Goal # 4: To foster collaborative research and develop specialized centers for innovative research in areas of health and disease.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Increase faculty and student research activities for the benefit of the public and the profession	NIH rank by dental school receiving funding	Rank improving to top 5 status by 2010	Annually	Department Heads	Associate Dean for Research	14 th 2003 11 th 2004	Hiring new faculty as part of U24 grant. Developing clinical research with K30 grant.
	NIH rank by institution receiving funding	Rank improving to top 5 status by 2010	Annually	Department Heads	Associate Dean for Research	16 th 2003 12 th 2004	Hiring new faculty as part of U24 grant. Developing clinical research with K30 grant.
	Number of total grant applications	Increase in applications by 15% per year for the next 5 years	Annually	Department Heads	Associate Dean for Research	2004 86 2005 75 (13% decrease)	Hiring new faculty as part of U24 grant. Developing clinical research with K30 grant.. Department Heads are encouraging faculty to write more than 1 grant.
	Cultivate student involvement in research and scholarly activity	At least 10% of student body is actively engaged in research	Annually	Department Heads	Associate Dean for Research	2004 11% (28) 2005 11% (28)	No action required continue to monitor
	Dental student research presentations at UIC Clinic and Research Day	At least 15 presentations per year	Annually	Department Heads	Associate Dean for Research	2005 10 students	Encourage more students to present posters and fund presentations to other meetings
	Faculty research presentations at professional meetings (i.e. AADR, ADEA, etc.)	At least 60 presentations per year	Annually	Department Heads	Associate Dean for Research	Pending	

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Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
2. Increase collaborative research activities with UI Medical Center and with other institutions including the private sector.	Foster a collaborative environment in each Department.	Increase the number of faculty involved with internal COD collaborative grants by at least 2 grants per year for the next 5 years.	Annually	Department Heads	Associate Dean for Research	2005 2 grants	No action required continue to monitor
		Increase the number of faculty involved with external COD collaborative grants by at least 3 grants per year for the next 5 years.	Annually	Department Heads	Associate Dean for Research	Pending	
		Increase the number of faculty involved with internal COD collaborative co-publications by at least 10 publications per year for the next 5 years.	Annually	Department Heads	Associate Dean for Research	2005 9 faculty members	
		Increase the number of faculty involved with external COD collaborative co-publications by at least 10 publications per year for the next 5 years.	Annually	Department Heads	Associate Dean for Research	Pending	

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Goal # 4: To foster collaborative research and develop specialized centers for innovative research in areas of health and disease.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
3. Increase training and mentoring of junior faculty members.	Foster a mentoring environment within each Department.	Establish a PhD program in Oral Sciences for the 2006 academic year	Annually	Department Heads	Associate Dean for Research	PhD program approved by University and IBHE for 2006 academic year	
4. Increase clinical research activities within the COD.	Foster an environment that values clinical research.	Increase clinical research projects by at least 2 per year for the next 5 years	Annually	Department Heads	Associate Dean for Research	2004 1 project 2005 6 projects	

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Goal # 5: To address community and regional health care needs through outreach initiatives, educational programs and consultative and referral services.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/ Actions
1. Serve Illinois's underserved populations through the College's clinics, service learning, and outreach programs and by establishing partnerships with other organizations to improve the oral health of Illinois's citizens.	Increase the number of D4 extramural experiences.	10 days for the class of 2005. 30 days for class of 2006. 60 days for class of 2007.	Annually	Associate Dean for Prevention and Public Health Sciences	Department Heads/EC	In 2004-2005 each D4 student spent 12 full days in the community clinics. Additionally 17 D4 students participated in the April 2005 pilot extramural rotation for 10 days, 10 D4 students participated in Colorado rotations for 30 days, and 6 D4s students participated in a voluntary clinical experience in Mexico. In 2005-2006 each D4 students are schedule to spent 30 days in community clinics. Thus far, 26 students have already completed their 30 days in the community clinic. In 2006-2007 each D4 student will spent 60 days in the community clinics.	No action required continue to monitor
	Increase the types of service learning experiences for the dental students.	Develop SL experiences to include rural, urban/suburban, and special needs experiences for the students	Annually	Associate Dean for Prevention and Public Health Sciences	Department Heads/EC	Service Learning experiences were developed in all three areas and the students were allowed to choose the sites based upon population (low income, special needs, etc) and geographic location (urban, suburban, and rural).	No action required continue to monitor

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Goal # 6: To maintain a leadership role in forming health care policy at the university, state and national levels.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. To have UIC faculty, seek leadership positions in dentistry and dental education and research.	Number of UIC faculty that have leadership roles in university, state and national professional organizations.	At least 10% of current year faculty in leadership positions.	Annually	Office of Academic Affairs	Department Heads/EC	2005 8%of faculty members in leadership positions	No action required continue to monitor
2. To have UIC faculty, have a leadership role in shaping health policy at state and national levels.	Development of a Center for Prevention and Public Health Sciences at the COD	Center is operational with external funding by 2006 academic year.	Annually	Associate Dean for Research	Department Heads/EC		

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Goal # 7: To be a world wide resource for continued professional development.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Serve as an educational resource to the worldwide dental community.	Number of CE Courses presented at UIC.	Present at least <u>30</u> courses annually.	Annually	Office of Continuing Education	Department Heads/EC	32 courses presented 2004-2005	No action required continue to monitor
	Number of annual CE course attendees at UIC.	At least <u>900</u> attendees annually.	Annually	Office of Continuing Education	Department Heads/EC	1,005 attendees in 2004-05	No action required continue to monitor
	Number of international students enrolled in UIC CE courses.	At least <u>70</u> students enrolled annually	Annually	Office of Continuing Education	Department Heads/EC	75 students enrolled in 2004-05	No action required continue to monitor

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Goal # 8: To provide an environment for individual growth founded on mutual respect and professionalism.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Ensure professionalism and mutual respect among the students, faculty and staff.	Effectively implement a Student Code of Conduct	During the 2004-05 school year all dental student classes adopt the Student Code of Conduct. Reaffirmation of the Code of Conduct to occur annually.	Annually	Office of Student and Diversity Affairs	Department Heads/EC	Adopted in 2006 academic year.	No action required continue to monitor
	Develop and implement a Faculty Code of Professionalism	During the 2004-05 school year all faculty members adopt the Faculty Code of Professionalism. Reaffirmation of the Code of Professionalism to occur annually.	Annually	Office of Student and Diversity Affairs	Department Heads/EC	Adopted in 2006 academic year	No action required continue to monitor

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Goal # 9: To value and seek diversity in students, staff, faculty and patients.

Objective	Assessment Activity					Results	
	Strategy (Measure)	Targets	When Assessed	Who Collects Data	Who Assesses Data	Actual Outcomes	Changes/Actions
1. Establish an environment of diversity at UIC College of Dentistry.	Accept a diverse first-year class.	Assure that student diversity reflects at least the same level as the State of Illinois Population	Annually	Admissions Committee/Associate Dean for Student and Diversity Affairs	Department Heads/EC	Class of 2009 Afr. Am. 6% Nat. Am. 0% Hisp. 10.6% Total URM 16.6%	Continue to encourage UR minority students to apply to the College
	Maintain a diverse workforce.	Assure that the faculty and staff diversity reflects at least the same level as the State of Illinois Population.	Annually	Associate Dean for Administration	Department Heads/EC	Pending	
	Maintain a diverse patient base.	Provide clinical experiences utilizing diverse patient populations for students.	Annually	Associate Dean for Patient Services	Department Heads/EC	#'s and % of patients based on ethnicity for 2004-2005: Afr-Amer.: 5,679 (37.8%) Hisp./Latino: 3,500 (23.3%) Caucasian: 3,259 (21.7%) Asian: 530 (3.5%) Other: 664 (4.4%) Unanswered: 1,399 (9.3%) Refused: 6 (.04%)	No action required continue to monitor

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