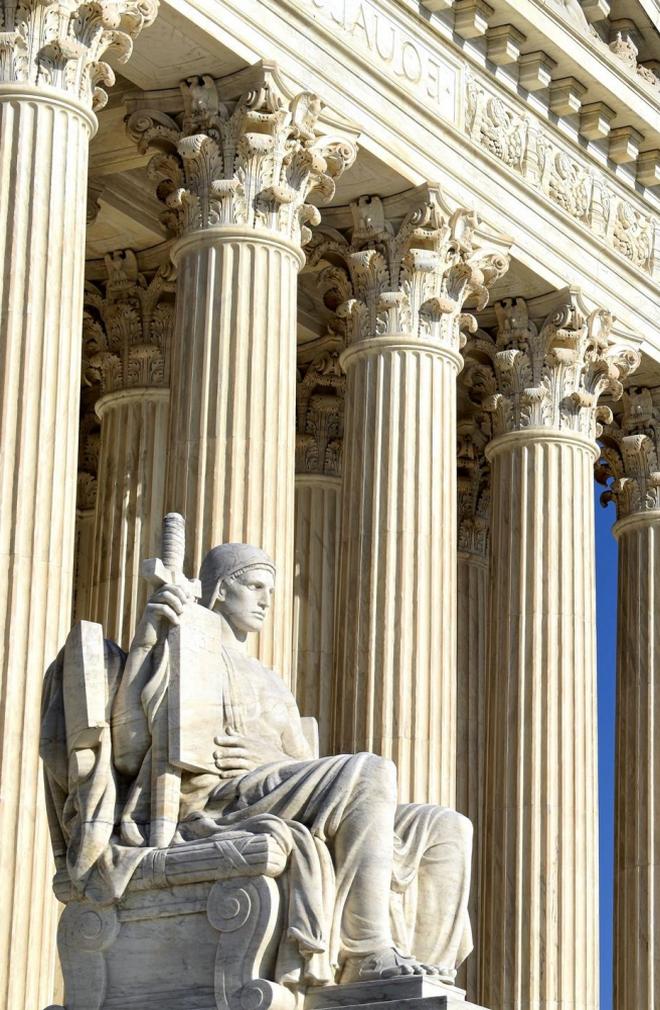




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# The Supreme Court Ruling on Affirmative Action: How Do We Respond?



# Supreme Court Ruling on Affirmative Action

- The ruling makes it unlawful for colleges to take race into consideration as a specific factor in admissions.
- While the decision will impact admissions policies that have historically benefited Black and Latino students, the ruling still allows colleges and universities to consider an applicant's discussion of how race has affected their life as long as it is "concretely tied" to a "quality of character or unique ability" that the applicant can bring to the school.
- The ruling still allows colleges and universities to consider other factors to increase diversity on campus (ex. Multiple languages, first gen).
- US military service academies can continue to consider race in their admissions decisions.

# ADEA Current Initiatives to Achieve Diversity in Dental Education

Dr. Carolyn Booker



# Meet Our Presenter

**Carolyn Booker, Ph.D.**  
*Chief of Educational Pathways*  
American Dental Education  
Association (ADEA)





# Policies and Statements

- [ADEA Policy on Diversity and Inclusion](#)
- [ADEA Statement Against Racism and Violence Against Individuals of Asian Descent, Asian Americans and Pacific Islanders](#)
- [ADEA Statement in Support of Diversity, Equity and Inclusion Workplace Training](#)
- [ADEA Policy Statement on the Prevention and Elimination of Racism, Harassment, Discrimination and Bias in Dental Education](#)
- [Commission on Dental Accreditation](#)



# Admissions

- Key Components of the ADEA AADSAS Application to Dental School
- Holistic Admissions Workshops
- Recruitment and Outreach Activities
- Data on Applicants (Trends in Dental Education)
- Support of Race Neutral Policies
- ADEA AADSAS Traffic Guidelines

# Initiatives

- ADEA Tapestry Table
- ADEA Diversity, Equity, and Inclusion Workshop Series
- Slow to Change: HURE in Dental Education (report)
- Summer Health Professions Education Programs (SHPEP)
- Developing Partnerships/Relationships with MSIs



# Addressing the Supreme Court Decision

- Reminding the dental education community of our commitment to diversity
- Updating the Holistic Admissions Workshop Module
- Reviewing questions in the Centralized Application Service
- Working with the American Dental Association (ADA) on updating the Accreditation Standards



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# Diversity at PAEA

Donna Murray



# Meet Our Presenter

## **Donna Murray**

Senior Director, Admissions, CASPA,  
*Physician Assistant Education  
Association (PAEA)*





# The PA Education Association advocates for equitable access to education and a diverse workforce.

Holistic Review and Admissions can help  
achieve the goal of Health for All.

# Considerations in Holistic Review

- “Holistic Review refers to mission-aligned admissions or selection processes that take into consideration applicants' experiences, attributes, and academic metrics, as well as the value an applicant would contribute to learning, practice, and teaching.”  
- *Defined by the Association of American Medical Colleges (AAMC)*
- Holistic Review involves intentionality and considers the “whole” applicant.
- Holistic Review utilizes broad criteria that are linked to:
  - Program mission and goals
  - Experiences: previous work, life, social experiences
  - Characteristics/Attributes: empathy, situational judgment, cultural competence, integrity, honesty
  - Identified metrics: prerequisite courses, etc.

# Traditional Review Vs Holistic Review

## Traditional Review:

Standard Metrics-

- Standardized Tests
- Science GPA
- Overall GPA
- Patient care/healthcare experience

## Holistic Review:

- Personal attributes of the applicant
- The applicant's potential to enhance the environment for all learners
- The applicant's alignment with the mission of the program and the institution
- Alignment with program-defined metrics

# Strategies to Enhance Holistic Review

- **First things First:**
  - Intentionality - consider increasing diversity in the process
  - Clearly define your goals
  - Think outside the typical box
  - Check your bias “at the door”



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# Diversity at MSU

Dr. Julie Masterson



# Meet Our Presenter

**Julie Masterson, Ph.D.**

Associate Provost and Dean  
of the Graduate College

*Missouri State University*





## BACKGROUND:

- MSU is located in Springfield, Missouri. Years ago it was #6 on the list of “whitest cities in the US,” so increasing racial/ethnic diversity has always been a top priority and challenge for the university.
- Climate studies indicate favorable student responses about the campus, but not so much about the community.
- Given our location in a conservative area in a conservative state, we have never been able to use any sort of strategy for admissions, funding, etc. based on race/ethnicity, or any other protected class with the exception of funding streams for veteran status.

## Graduate College Initiatives:

- **Inclusive Practices in Graduate Admissions**
  - Analyzed data on applicants, admits, matriculants and found disparities across racial/ethnic categories.
  - Formed three working groups: Marketing/Recruitment, Admission Metrics/Attributes, Evaluation Processes
  - Report included recommendations for best practices in each area, but also an inventory for each program to compete.
- **Graduate College Inclusive Excellence Committee** (originally formed in Fall 2022 as the DEI in Grad Ed Committee, then the GC Diversity Council, then ultimately GCIEC. Welcome to Missouri.)
  - Goal is for every program to complete and submit inventory. At this point, 48% have done this. College dean commitment, Grad College hosts workshops with food, etc.
  - Also working to promote holistic admissions practices (workshops, tools, etc.)

# Summary/Caveats from MSU

- We are doing the work we have always wanted/needed to do
  - Sensitive about the words we use to describe it
- Conversations with university counsel, CGS, etc. indicate concern about additional limitations in the future. However...
  - “Colleges should reject speculative interpretations and refuse to abandon lawful diversity efforts in anticipation of future legal challenges.”
  - Ford, The Chronicle of Higher Education, July 10, 2023
- Letter from Edward Blum (Students for Fair Admissions) is still just that...

**Thank You**