

Strategic Goal 2

Accept and graduate students who share Faculty of Dentistry Core Values as per our Guiding Principles.

Rationale

The Guiding Principles have been developed not just to reflect the culture of the Faculty of Dentistry but also of the oral health profession. All the students learning in our programs through their accumulated experiences in the Faculty of Dentistry should come to understand the link between these Core Values and exemplary professional practice. The students should recognize the importance of these principles by observing their modeling by other students, the staff and the faculty. Modeling these values will occur in the approaches to student Assessment and Evaluation that reflect achievement with respect to the Core Values. This will require that students learn and practice in environments that reflect, reinforce, and enhance the Core Values.

Ultimately the student qualities will reflect Faculty of Dentistry goals and values aiming for the highest levels of professionalism and ethics. Faculty, staff and classmates will prefer to spend time and learn in environments filled with individuals living by the Guiding Principles. At the completion of their education each student will have achieved competency of a defined body of knowledge, a repertoire of clinical and community skills and a set professional values. Admitting students inclined to these Core Values and reinforcing the values throughout their education will help them to enter their careers exhibiting the highest levels of professionalism.

Enabling Activities

- Review our Admissions processes and policies
- Explore Admissions selection criteria for unique qualities required for UBC curricula (e.g. Problem Based Learning—PBL)
- Recruitment strategies to attract students committed to Core Values Pursue CDA Admissions Task Force study on the value of other measurable attributes
- Develop communications package for recruitment of best applicants, “Why should one come to UBC?”
- Multiple mini-interviews
- Faculty Development
- Student-Faculty Retreat
- Development of mentoring approaches for students, staff and faculty
- Recruiting visits to secondary schools, colleges and universities that provide applicants to our programs
- Annual reinforcement of the Core Values
- Review of adherence to Core Values
- Enhance the collegiality of all individuals in the Faculty of Dentistry
- Improved recognition of positive student behaviours
- Alumni surveys of attitudes and outcomes from Faculty experience
- Development of new approaches to student assessment that focus on elements of the Guiding Principles
- Continual reinforcement of the Guiding Principles throughout the Faculty

Resource Requirements

- Student Recruitment visits, contacts, communication
- Admissions Open House
- New approaches to student assessment and admission
- First Nations student recruitment
- Student Orientation: initial and on-going
- Establish culture welcoming applicants, new students, new alumni to the Faculty of Dentistry and profession

- Activities to reinforce the Core Values throughout the Faculty of Dentistry
- Evaluation of Outcomes to monitor success
- Incentives for students to improve the “service” culture of the Faculty of Dentistry

Outcomes
Assessment
(Metrics and
Qualities)

- Fewer professionalism problems
- Faculty complaints (students, staff, patients, faculty) while at UBC
- College complaints (patients, peers) in professional career
- Retention rate
- Student satisfaction
- Patient satisfaction
- Clinic achievement
- Community service
- Quality of incoming students
- Recognitions of students for exemplary practice in Core Values
- Students returning to become teachers in the Faculty
- Alumni participation rates in Faculty/University activities
- Percentage of alumni participating in Development activities
- Percentage of alumni participating in Faculty Continuing Dental Education
- Commitment to Life-Long Learning

Benchmarks

- 2008: New information for Class of 2012 admissions, dental, dental hygiene and graduate (Pilot PBL experience and assess student performance for later comparisons)
- 2009: Focus applicant interviews on Core Values and include PBL assessment in admissions; begin assessment of “successful” senior students to identify qualities in common that could predict success in dental school
- 2013: Students and graduates live and breathe the Core Values