

Doctor of Dental Medicine
Florida Atlantic University
51.0401

Board of Governors
Staff Analysis

January 25, 2023





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Summary

Florida Atlantic University (FAU) is proposing a Doctor of Dental Medicine to be implemented in fall 2026. The program aims to produce general dentists who will provide comprehensive oral health care to underserved populations in Florida. Graduates of this program may obtain employment as dentists upon passing the appropriate licensure examination and meeting other licensure requirements. The university will encourage graduates to work in community health centers or private dental practices that serve low-income and rural populations by providing clinical rotations in these communities and loan forgiveness in exchange for service in an underserved area upon graduation. Florida Atlantic University's Board of Trustees approved the proposed program on December 8, 2022. If approved by the Board of Governors, the proposed Doctor of Dental Medicine will be the second dental program in the System in CIP 51.0401.

Program Description

Florida Atlantic University's newly created College of Dentistry will offer the Doctor of Dental Medicine on the main campus. The proposed program's curriculum will include foundational instruction in professionalism skills, dental techniques, and clinical care. Students will also apply their oral healthcare skills and knowledge by providing general dentistry care under the supervision of preceptor dentists at sites and clinics. Following the Board of Governors' approval of the proposed program, the university will begin hiring dental faculty and administrators to design the curriculum. Staff from the provost's office will meet with Board staff to provide an update on the curriculum development process in September 2023.

Admission to the program will require a minimum of a bachelor's degree, an entrance exam, and completion of prerequisites in general education core courses. Applicants must also have at least six cumulative months of full-time employment, a minimum of 100 hours of community service, and either an evaluation letter from the pre dental/premedical advisory committee at the applicant's school or three reference letters.

Once admitted, students must earn 198 credit hours, complete required clinical rotations, and pass the U.S. Integrated National Dental Board Examination and all competency assessments to graduate. Additionally, students must either pass an Objective Structured Clinical Examination, which requires students to use their clinical skills to complete dental problem-solving tasks, or complete a three-month rotation in a community clinic performing dental care.

The institution anticipates hiring 30 faculty to participate in year one of the program and expanding to 40 faculty by year five. Following approval of the program proposal, FAU will continue working with external consultants to develop effective faculty recruitment strategies to ensure all 30 faculty are hired for year one by July 2026. The institution will update the Board office periodically on its progress in recruiting new faculty.

Florida Atlantic University will seek specialized accreditation for the proposed program through the Commission on Dental Accreditation, an accrediting agency for dental education programs in the U.S. The university contacted the commission in November 2022 to discuss the process and timeline for obtaining accreditation. Staff from the College of Dentistry will meet with Board staff to provide an update on the accreditation process in January 2024.

If approved by the Board of Governors, FAU will implement the program in fall 2026. The university will charge \$41,720 per year for resident students and \$68,200 for non-resident students. The program will qualify as a Program of Strategic Emphasis in Health.

Need for Graduates in the Labor Market

Florida Atlantic University consulted a wide array of sources using quantitative data and industry experts to project workforce demand for dentistry in support of the proposed Doctor of Dental Medicine program. To demonstrate workforce demand, FAU supplied data from the U.S. Bureau of Labor Statistics, the Florida Department of Economic Opportunity, the Florida Department of Health, the Health Resources and Services Administration, the American Dental Association, the American Dental Education Association, the Florida Dental Association, Hanover Research, the Rural Health Information Hub, and Texas Tech University. Florida Atlantic University also provided letters of support from industry partners.

National and Florida Workforce Demand

The U.S. Bureau of Labor Statistics identifies Florida as one of the top five states in terms of the total employment of dentists. With its large and growing population of retirees, Florida can expect to see demand for dental industry services increase, as retirees tend to need more serious and more frequent dental care than members of the general population.¹ Table 1 provides an overview of state and national demand for dentists, oral and maxillofacial surgeons, orthodontists, and postsecondary health specialties teachers, which all link to the proposed dental program. The Department of Economic Opportunity projects that Florida's demand for general dentists will increase by 9% through 2029. Nationally, demand is projected to increase by 6.1% over the next ten years, which is 5.3% higher than the national average growth for all occupations combined.

¹ Source: U.S. Bureau of Labor Statistics

Table 1: Labor Market Demand, CIP Code 51.0401

Occupations	Percent Change in Job Openings		Annual Average Job Openings		Total # of New Jobs		Education Level Needed for Entry
	FL 2021-29	U.S. 2021-31	FL 2021-29	U.S. 2021-31	FL 2021-29	U.S. 2021-31	
Dentists, General	9%	6.1%	362	4,500	794	7,700	Doctoral or professional degree
Dentists, All Other Specialists	6.6%	0.8%	11	200	20	-	Doctoral or professional degree
Oral and Maxillofacial Surgeons	9.7%	4.6%	13	200	30	300	Doctoral or professional degree
Orthodontists	9.3%	4.5%	9	200	20	300	Doctoral or professional degree
Health Specialties Teachers, Postsecondary	23.6%	24.1%	1,321	28,900	2,769	59,400	Doctoral or professional degree

Sources: U.S. Bureau of Labor Statistics - <https://data.bls.gov/projections/occupationProj>

Florida Department of Economic Opportunity - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

Supplemental Workforce Data

Florida Atlantic University provided additional data to demonstrate Florida's need for dentists. For example, a common metric used to determine access to healthcare services is to divide the number of licensed practitioners by the population to yield a measure of providers per 100,000 residents. Florida ranks 31st in the nation (50 states plus the District of Columbia) by this measurement.² In addition, the majority of Floridians live in geographic areas with a shortage of dental care providers.³ Fifty-four of Florida's sixty-seven counties have less than average access to dental care in the state.⁴

The proposal identifies initiatives, such as tuition reimbursement and clinical placements, to incentivize graduates to practice in rural and underserved areas of the state in an attempt to address Florida's workforce needs. The university provided a letter of support from the Heartland Rural Health Network, which serves the health needs of Charlotte, DeSoto, Hardee, Highlands, and Polk counties in Florida. The letter

² Source: [American Dental Association, Health Policy Institute analysis of ADA Masterfile](#)

³ Source: [Rural Health Information Hub](#)

⁴ Source: [Florida Department of Health, Division of Medical Quality Assurance](#)

indicates a willingness and ability to facilitate clinical rotation sites for FAU dental students in rural and underserved areas of the state.

The American Dental Association reports that the population of the current dental workforce is aging, and the number of retiring dentists will exceed the number of dental school graduates in the near future.⁵ Exacerbating this condition is that, with its large and growing population of retirees, Florida can expect to see demand for dental services increase at a disproportionate rate, as retirees tend to need more serious and more frequent dental care than members of the general population.⁶ These factors are not yet quantifiable in the labor market data.

Student Demand and Projected Enrollment

According to a feasibility study conducted by Hanover Research, the number of dental degrees awarded in Florida increased by an annual rate of approximately 2% between 2016 and 2020, reflecting increased demand for these degrees. Additionally, data provided by the American Dental Education Association's 2021 annual report show that the University of Florida (UF), Nova Southeastern University (NSU), and Lake Erie College of Osteopathic Medicine (LECOM) are highly competitive programs. The University of Florida and NSU admit only 5% of the students who apply to their program, and LECOM has an average acceptance rate of 3%, exceeding the national average acceptance rate of 20%. Since existing programs have limited enrollment capacity, providing another in-state program may limit the number of qualified Florida applicants choosing to attend out-of-state programs.

Students who train in Florida are more likely to stay in Florida, but 58% of Florida's dental students leave the state for training, according to the American Dental Association's 2020-21 Survey of Dental Education. This outmigration rate is much higher than in other states like California (42%), Texas (36%), and New York (20%). In 2017-2018, 57% of practicing Florida dentists had graduated from an out-of-state school, suggesting that Florida is not training sufficiently for its own dentistry need.

Florida Atlantic University also supplied data from its Pre-Health Professions Office, which provides support for students who are interested in applying to professional health programs. Of the 58 students who used the office's services to apply to dental schools from fall 2015 to spring 2022, 39 were accepted into dental programs, and approximately 38% of these students attended out-of-state institutions. The university also provided data that showed a 29% increase in the number of students, including pre-dental students, who contacted the Pre-Health Professions Office between the 2019-2020 and 2021-2022 Academic Years, reflecting a growing student demand for degrees in professional health-related fields, such as dental programs.

⁵ Source: Hanover Research

⁶ Source: U.S. Bureau of Labor Statistics

Projected Student Enrollment

As reflected in Table 2, FAU initially anticipates accepting 45 students in year one, 23 of whom will be graduates from degree programs at other Florida public universities. Enrollment will gradually increase, adding 90 students in year four and 45 in year five.

Table 2: Projected Student Enrollment

	Student Headcount	Student FTE
Year 1	45	45
Year 2	90	90
Year 3	158	158
Year 4	248	248
Year 5	293	293

Alignment with Institutional and System Strategic Priorities

The Doctor of Dental Medicine supports the Board of Governors 2025 Strategic Plan goals by increasing the number of degrees awarded in Programs of Strategic Emphasis. Florida Atlantic University will also directly strengthen the quality and visibility of its degree programs by providing an advanced professional degree in a health-related field. Additionally, the program will produce highly skilled graduates who will meet the needs of under-resourced regions in Florida and contribute to the state's workforce and economic growth. The program will assist with the university's goal to support active engagement with local communities in South Florida and the state. Finally, the Doctor of Dental Medicine will build FAU's national reputation for excellence by attracting faculty members who can explore and develop cutting-edge clinical practices and investigate broader complex health equity and policy issues.

Proposed Program Costs

Funds from the state legislature will primarily support the proposed program. As shown in Table 3, the anticipated total program cost is \$116,556,750 in year one and \$37,587,000 in year five. The majority of projected costs are for programmatic expenses and faculty salaries.

Table 3: Projected Program Costs

Total		Percentage & Dollar Amount					Auxiliary Funds	Cost per FTE
		Current Reallocated	New Recurring	New Non-Recurring	Contracts & Grants	Philanthropy & Endowment		
Year 1	\$116,556,750	0% \$0	27% \$31,842,750	73% \$84,714,000	0% \$0	0% \$0	\$0	\$2,590,150
Year 5	\$37,587,000	0% \$0	100% \$37,587,000	0% \$0	0% \$0	0% \$0	\$0	\$128,283

Conclusion and Board Staff Comments

If approved, the proposed Doctor of Dental Medicine will be the second program in the System. The institution provided sufficient evidence to demonstrate the workforce need for individuals trained at the doctoral level to support headcount projections. The proposed program will support the Board of Governors 2025 Strategic Plan by producing more graduates in Programs of Strategic Emphasis and strengthening the quality of academic programs and universities. Board staff has no concerns regarding the proposal.

Appendix A

Assessment of the University Review Process in accordance with Board of Governors Regulation 8.011

Prior to submitting a program proposal to the Board of Governors' office, the institution and its board of trustees are required to ensure that all programs meet the requirements of Board of Governors Regulation 8.011. Section C is an assessment of the university's review process to ensure that all criteria have been considered.

ACCOUNTABILITY

Check either the "yes" or "no" box and make comments beneath the criterion as appropriate.

- 1. Overall** – *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

- ☒ ☐ **The proposal has been approved by the university board of trustees and includes all required signatures.**

The FAU Board of Trustees approved the program proposal at their December 8, 2022, meeting.

- ☒ ☐ **The university has provided a proposal written in the standard State University System format, which addresses new academic program approval criteria outlined in Board of Governors Regulation 8.011.**

Florida Atlantic University submitted the proposed program in the standard State University System format.

- ☒ ☐ **The pre-proposal was reviewed by the Council of Academic Vice Presidents Academic Coordination Group, and any concerns identified by the group have been listed and addressed in the proposal.**

The Council of Academic Vice Presidents Academic Coordination Group (CAVP ACG) reviewed the pre-proposal on September 7, 2022. The group expressed concerns about FAU's plans to implement the program in fall 2025, considering the time it would take to hire faculty, obtain approval of the program's curriculum, and seek accreditation. In response to this concern, FAU proposed implementing the program in fall 2026, allowing more time for the program to obtain accreditation before enrollment.

The group also expressed concerns about funding for the program since so much of the funding would be contingent upon approval of the institution's Legislative Budget Request. The group inquired about FAU's plans if the Legislative Budget Request was not approved. In response, FAU stated it would continue petitioning the state for funding and seek financial support from the philanthropic and local community to implement and maintain a high-quality program.

In addition to these concerns, the group asked how FAU would guarantee that graduates would work in Health Professional Shortage Areas. In response, the institution stated it would adopt several strategies, such as recruiting students from underserved areas and fundraising to support scholarships and loan repayment incentives in exchange for service in an underserved area post-graduation.

- ☒ ☐ **The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

There is one other doctoral program under CIP 51.0401 at UF. While institutions communicated concerns during the September 7, 2022, CAVP ACG meeting, universities expressed no objections.

- ☒ ☐ **The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

Florida Atlantic University submitted all required tables in Appendix A of the proposal.

- ☒ ☐ **The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The equal opportunity officer signed the proposal on September 8, 2022.

- ☒ ☐ **The program does not substantially duplicate programs at FAMU or FIU, or if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

The program does not substantially duplicate programs at FAMU or FIU.

2. Budget – *The proposal presents a complete and realistic budget for the program consistent with university and Board of Governors policy and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.*

YES NO

- ☒ ☐ **The university board of trustees has approved the most recent budget for this proposal.**

The FAU Board of Trustees approved the budget in conjunction with the full proposal on December 8, 2022.

- ☒ ☐ **The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other System institutions.**

The cost for the proposed program aligns with the 2019-2020 State University System's expenditure analysis for graduate programs in the CIP 51.

- ☐ ☒ **The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

The university will request funds from the state legislature to provide the majority of resources needed to support the proposed program.

- ☐ ☐ **In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.**

Not applicable. The institution will not reallocate funds or resources to support the proposed program.

READINESS

Check either the "yes" or "no" box and make comments beneath the criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient, and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

- ☒ ☐ **The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the university board of trustees.**

Florida Atlantic University provided a narrative and chronological table of events that occurred during the development of the proposal and a list of campus constituents involved.

- ☒ ☐ **An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Dr. Bruce Rotter, Former Dean of the College of Dental Medicine at Southern Illinois University, reviewed the program. He fully supported the institution's capability to implement the program. However, he expressed concern about the implementation timeline, considering the time needed to hire faculty and seek accreditation. In response, FAU worked with Dr. Rotter to develop a revised timeline for implementing the program.

- ☐ ☐ **The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

Not applicable.

- ☒ ☐ **The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

The university will offer the program through traditional face-to-face delivery on the main campus.

- ☒ ☐ **If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

Individuals must obtain dental licensure through the Florida Board of Dentistry to practice dentistry in Florida. The university will design the proposed program's curriculum to prepare graduates to meet Florida licensure requirements.

4. Curriculum - *The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study and that the university has evaluated the appropriateness of specialized accreditation for the program.*

YES NO

- ☐ ☒ **The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry-driven competencies discussed in the proposal.**

Though the university does not meet these criteria, the proposal included a detailed description of the plan and timeline for hiring faculty and administrators and working with a consulting firm to design the curriculum following the Board's approval of the program. The institution will also establish an advisory board composed of industry leaders and professionals who will guide the development process. After key dental faculty and administrators have finalized the curriculum, the Dean of the College of Dentistry will review and approve it before it is routed through various faculty committees, culminating in final approval by December 2023. Staff from the provost's office will meet with Board staff to provide an update on the curriculum development and approval process in September 2023.

- ☒ ☐ **The university anticipates seeking accreditation for the proposed doctoral program or provides a reasonable explanation as to why accreditation is not being sought.**

The College of Dentistry will seek specialized accreditation for the program through the Commission on Dental Accreditation (CODA) before the program's proposed implementation term of fall 2026.

5. Faculty – *The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments and that faculty, in the aggregate, have the necessary experience and research activity to sustain a doctoral program.*

YES NO

- ☒ ☐ **The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

The institution anticipates hiring 30 faculty to participate in year one of the program and expanding to 40 faculty by year five. Following approval of the program proposal, FAU will continue working with external consultants to develop effective faculty recruitment strategies to ensure all 30 faculty are hired for year one by July 2026. The institution will update the Board office periodically on its progress in hiring new faculty.

The institution analyzed the current market landscape and found that many dentists who are leaving their practice or starting their careers are interested in moving to Florida, which may mitigate concerns about hiring faculty. Additionally, FAU will ensure the program's curriculum reflects the likely changes to CODA standards over the next few years. The curriculum under the new CODA standards will be attractive to the hiring efforts.

- ☒ ☐ **The university has reviewed the evidence provided and found that the faculty, in aggregate, has the necessary experience and research activity to sustain the program.**

Based on other colleges of dentistry, FAU anticipates that 50% of new faculty will be assistant professors, 30% will be associate professors, and 20% will be full professors. While some faculty may have limited experience in academia, FAU will ensure that all faculty hired will have sufficient clinical practice experience to sustain the program.

- ☒ ☐ **The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

The proposal included sufficient evidence that the College of Medicine, which is similar and closely linked with the College of Dentistry, has faculty members who have been productive in teaching, research, and service. The institution will ensure faculty hired in the College of Dentistry are productive in all three areas.

- ☒ ☐ **If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

The proposal indicates FAU plans to hire 40 faculty by year five and additional faculty as needed to support enrollment in the program.

6. Resources – *The proposal provides evidence that the university has ensured the available library volumes and serials, classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that, if applicable, funding has been secured to make more resources available as students proceed through the program.*

YES NO

- ☒ ☐ **The university has provided a signed statement from the library director verifying that the library volumes and serials available are sufficient to initiate the program.**

The library director signed the proposal on September 8, 2022. While the proposal states there are 16,332 volumes and 399 journal titles related to dentistry available, the budget includes costs for additional library resources to support and sustain the program through year five.

- ☒ ☐ **The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories, and office space, is sufficient to initiate the program.**

The institution will use currently available and underutilized space for instruction during the program's first two years. Building plans for the new dental facility will be made once the institution receives all necessary approvals for the College of Dentistry.

- ☒ ☐ **The university has ensured that the necessary equipment is available to initiate the program.**

The institution will utilize all available equipment to initiate the program and acquire any specialized equipment needed to sustain the program through year five.

- ☒ ☐ **The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

The proposed program does not plan to offer fellowships, scholarships, and/or graduate assistantships through year five.

- ☒ ☐ **If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The College of Dentistry plans to provide clinical rotations in rural and underserved areas in Florida.



STATE UNIVERSITY SYSTEM OF FLORIDA

