Supporting Faculty Development for the Duration of a Career

By Ian Murphy

A DEA’s Signature Series, “Leading Faculty—It’s Not Just About Promotion!” led off the educational sessions on Saturday, attracting more than 150 participants to a breakfast meeting featuring three experts in professional development.

Kiernan Mathews, Ed.D., Director of the Collaborative on Academic Careers in Higher Education (COACHE) project at Harvard’s Graduate School of Education, started the session, discussing how the program helps schools assess and improve the climate for faculty development.

COACHE does this by surveying members about collaboration, personal interaction, mentoring and other professional development opportunities.

Measuring how individuals “fit” in their departments matters, he said. For example, half of tenured educators in a recent survey said they wanted to stay at their institutions for 10 years or more, but professors at other levels were less enthusiastic. Associate professors tend to suffer from PTSD—post-tenure stress disorder, he added; the longer they stay at that rank, the more likely they are to feel disengaged.

Starting with a faculty questionnaire in 2011, Judith Jones, D.D.S., M.P.H., D.Sc.D., Director of the Center for Clinical Research at Boston University Henry M. Goldman School of Dental Medicine (GSDM), was able to launch a robust professional development program in a year. “The goal was to develop a sustainable faculty development program, including orientation, career planning and didactic programs,” she said.

The program has so far met goals for faculty training and leadership development, she said, and GSDM will conduct a full reassessment of the program this year and implement a new three-year plan in 2016. “You can’t always get what you want, but most of the time, you can get what you need.”

TAKEAWAYS

- A survey of faculty members can help discover how they feel about their opportunities in professional development.
- Professional development should address all levels to help avoid PTSD—post-tenure stress disorder—among associate professors.
GoDental Fair Draws Record Numbers

By Ian Murphy

A record 667 people preregistered for the 2015 ADEA GoDental Workshop and Recruitment Fair for Predental Students and Advisors, with some 550 showing up onsite yesterday in Boston. Last year, about 250 attended the workshop and recruitment fair. The crowds came to see admissions personnel from more than 40 U.S. dental schools, and to take advantage of workshops designed to help them improve their chances as applicants.

“The students here are some of the top students we have seen in a long time,” said Carolyn Booker, ADEA’s Senior Vice President for Educational Pathways. “They came prepared to engage and participate. I think they understand what they need to do be successful, and they are ready to do it.”

The event drew a diverse range of students; “I’ve seen a lot of young students in their first and second years,” said Elaine Brown, Director of Dental Student Admissions for The University of Iowa College of Dentistry & Dental Clinics. “The programming here offers an excellent opportunity to start learning, and the fair is an opportunity to look at the differences among dental schools.”

“I’m looking at 2017 or 2018,” said David Russell, currently a freshman at Worcester University in Cedar Point, NC. “I’ll start applying very soon to get in early.”

ADEA sessions helped students better understand how to finance a dental education, write a resume and prepare for an interview. “They got a great series of workshops, and at the fair, they really get to talk about the specifics—the curricula and the prerequisites,” said Catherine Sarkis, Assistant Dean for Admissions at Boston University Henry M. Goldman School of Dental Medicine. This year’s candidates “seem professional, respectful and motivated—just the kind of candidates we would like to have apply.”

Nontraditional students took advantage of the opportunity to network with admissions officers. “This is my second time applying,” said Nicole Shantz, a graduate of the University of Minnesota and a resident of Westwood, MA. “I’m on the alternate pool for one of my schools and under review for another. I wanted to be fresh in their minds. I’m on their radar.”

That’s important when competition for a dental education is so fierce. “You’re competing against thousands of people for a

“Don’t think about dentistry as the kind of dental office you may have gone to as a patient. That will change. You, as the future professionals of dentistry, of all health care, have a wonderful role in shaping that future.”

—Huw F. Thomas, B.D.S., M.S., Ph.D.,
Chair-elect of the ADEA Board Directors in his opening remarks at the GoDental Workshop and Recruitment Fair
minimal amount of spots per school," said Avery Greene, who will graduate from the University of South Florida this spring and has wanted to be a dentist since the second grade. “You have to get your face out there and make connections instead of becoming just another piece of paper.”

TAKEAWAYS:

- A record 667 people preregistered ADEA’s 2015 GoDental Workshop and Recruitment Fair for Predental Students and Advisors and 550 attended.
- Workshops emphasized important job skills that can help applicants get noticed.
- The diverse population of hopefuls was more diverse than ever, and drew traditional and nontraditional applicants from throughout the country.

Need a Professional Headshot?
Come to the ADEA Showcase Booth on Monday, March 9 between noon and 3:00 p.m. and get a FREE professional photo taken! Photos are first come, first served.
Dr. Joye Carter Encourages Predental Students to Find Their Path in Dentistry

By Laura Iverson

Young people from around the country assembled Saturday at the 2015 ADEA GoDental Workshop and Recruitment Fair for Predental Students and Advisors. They gathered to learn more about options in the profession of dentistry, from academics to private practice. For the first time, the fair presented a keynote speaker, Joye M. Carter, M.D., to kick off the event.

Dr. Carter is a graduate of Howard University College of Medicine and Wittenberg University. She served in the United States Air Force and became the first African American to be appointed a Chief Medical Examiner in the United States in 1992. She made history again when she became the first woman to be appointed Chief Medical Examiner in Texas, serving as Chief Medical Officer of Harris County (Houston) in 1996.

Dr. Carter’s path to a career as a forensic pathologist began as a curious 14-year-old during a career sampling program at a local hospital in Indiana. Her curiosity was ignited when she begged her way into a post mortem examination. She observed the pathologist examine the body, listened to a conversation with a policeman about accident details and was allowed to sit quietly as the medical examiner spoke with the family. As she left that day, that 14-year-old knew exactly what her future held.

During the course of her career, she has observed first-hand the importance of dentistry in forensic pathology and the advantage of learning about various specialties in the health professions. Communicating across disciplines is key to finding a cause of death and, in some cases, to solving a crime.

A forensic pathologist looks at a dead person very intently, taking clues from a thorough investigation of the body, reviewing what medical history is available and retracing last steps. They start with the head. Specifically, the mouth can yield a wealth of information. “I want to encourage you to remember that your field is very much connected to the health of the general population. It is very much related to the general field of medicine,” says Dr. Carter.

Do they have teeth? Can they chew? Were they abused? Did they have proper nourishment? What diseases did the deceased suffer from—diabetes, Crohn’s disease, a heart condition?

Dentists are called upon to help solve these mysteries. Their expertise is invaluable to forensic pathologists. If available, dental records are used to identify an unidentified body, or even provide clues about a suspect.

She encouraged the attendees to pursue their chosen paths.

“You role in the health of individuals cannot be understated. You cannot do a lot without the ability to use your mouth and teeth to live healthy lives.”

TAKEAWAYS:

- The oral cavity holds clues to one’s health history.
- Dental care promotes overall health.
- Dentistry is invaluable to solving the most impossible criminal cases.
## Around the ADEA Policy Center

The ADEA Policy Center is gearing up for several exciting and informative sessions during the 2015 ADEA Annual Session & Exhibition. Be sure to attend and explore the latest research, leadership, diversity and legislative issues in dental education. The following are the sessions taking place today.

### Medicare Graduate Medical Education Update
10:30 a.m. – noon  
CC, Room 204, 2nd Level

ADEA continues to monitor developments surrounding Medicare graduate medical education (GME) issues and advocate for changes that affect GME reimbursements to dental schools. Again this year, a recognized expert on the subject of dental GME will provide dental educators with an update on current GME issues and proposed federal rules and their impact on dental residency programs in non-hospital settings.

### ADEA Commission on Change and Innovation (CCI) Special Open Session: Leading Change and Innovation
4:00 – 5:00 p.m.  
SH, Hampton, 3rd Level

This session precedes the ADEA CCI and International Visitors Reception at 5:30 p.m. in the Sheraton Hotel Commonwealth Room on the 3rd Level.

Universities have a central role to play in addressing our era’s most pressing challenges through research and scholarship, teaching and active citizenship. Climate change, infectious disease, financial volatility and the fragility of new democracies are just a few examples of these challenges—all of which are complex and multi-faceted. Addressing them requires us to assemble many different kinds of knowledge. Standing alone, traditional academic disciplines can generate only partial answers. Increasingly, what is required is the collaboration between multiple disciplines, and across organizational boundaries within our institutions. Anthony Monaco, M.D., Ph.D., President of Tufts University, will reflect on how universities can maximize their impact on our time’s most consequential issues through new collaborations in research, education and civic engagement. He will highlight the role of interdisciplinary and interprofessional programs, with attention to the opportunities for dental medicine to make a significant contribution.

### Exploring Untapped Opportunities: The Summer Medical and Dental Education Program (SMDEP)
4:30 – 5:30 p.m.  
CC, Room 311, 3rd Level

This interactive session will explore the opportunities and growth areas for the SMDEP regarding increasing the numbers of students from historically underrepresented backgrounds at the community college level and from Native American communities. SMDEP, funded by the Robert Wood Johnson Foundation and administered jointly by ADEA and the Association of American Medical Colleges, has provided funding for 12 program sites across the country to help young people from these backgrounds become better prepared to gain acceptance into dental and medical schools. This session will present strategies that SMDEP has developed to strengthen the underrepresented student pathway/pipeline into dentistry and medicine.

### Need Help with the Mobile App?
Visit the mobile app booth in the registration area, open during registration hours.
2015 Enid A. Neidle Scholar-in-Residence Announced

Rhonda Everett, D.D.S., M.P.H., Associate Professor in Residence of Clinical Sciences at the University of Nevada, Las Vegas, School of Dental Medicine, was named the 2015 ADEA Enid A. Neidle Scholar-in-Residence at last night’s Discourse and Dessert Evening Plenary.

The program’s fellowship will allow Dr. Everett to spend a cumulative total of three months at the ADEA headquarters in Washington, DC. She will work on her principal project, titled “Women Faculty: Changing the Workplace, Changing the World,” a study to identify primary issues facing women faculty and the best strategies to address those issues. In addition, she will be teamed with a senior ADEA staff member and be involved in a range of ADEA activities designed to explore challenges facing women faculty, including promotion, advancement, tenure policies, entry and reentry into the workforce, child and elder care, women’s health, work patterns and advanced education and research opportunities.

This Scholar-in-Residence Program honors Enid A. Neidle, former ADEA President (1985–86). Under Dr. Neidle’s leadership, ADEA adopted its policy of promoting the advancement of women in dental education.

Attendees Learn How to Command a Classroom

By Ian Murphy

Faculty who want to get their students to stop relying on a PowerPoint presentation got some help yesterday from “Turbocharge Your Communication Skills in the Classroom and Clinic,” an interactive session led by Sally Morgan, Adjunct Professor, and John Williams, D.M.D., MBA, Dean, both of the Indiana University School of Dentistry.

As ADEA’s conference theme indicates, the job of an educator is to “ignite minds and unlock potential,” Ms. Morgan said, “and that can’t happen through a PowerPoint. That has to happen through you.”

Communication is estimated to be as little as 7% verbal, and “the quality of patient care depends on clear communication,” Morgan said. “What we are presenting physically is much more important than the words coming out of our mouths.”

Nonverbal cues have an incredible impact on how students receive and engage with the information you offer, she said, so you should create a persona and presentation that get students to listen and understand—“taking in the words, and the meaning of those words.”

Participants paired off to create videos of each other delivering a simple introduction for later review. Morgan then workshopped a posture exercise inviting the audience to adopt what she called a “superhero” stance: feet planted firmly and shoulders squared.

Summoning strength from their cores, participants practiced the new posture. “We can make huge adjustments in the moment,” Morgan said. “If you create this persona, you can step into this character.” Audience members called the improved posture as demonstrated by Williams “approachable,” “ready” and “confident.”

Another big factor of an effective presentation is one’s voice and tone, Morgan said. She led the session in breathing and diction lessons that helped them enunciate more clearly to command attention. “Consonants offer energy to what you say,” she noted.

At the end of the session, the participant pairs shot a second set of videos, and all agreed that their poise and diction had improved over the session.

“You only have three to 10 seconds to make a first impression,” Morgan said. “And with a few simple exercises, you can use that time effectively to influence the student’s judgment whether you can teach them something or not.”

**TAKEAWAYS:**

- 93% of communication is nonverbal, with 38% indicated by one’s voice or tone, and 55% indicated via body language.
- It’s up to educators to get today’s students to stop relying on PowerPoint presentations to figure out what’s going to be on the test.
Sunday, March 8

Awards Ceremony and Opening Plenary—
How Curiosity Changed My Life
Adam Steltzner, Ph.D.
8:30 – 10:00 a.m.
CC, Ballroom ABC, 3rd Level

Exhibit Hall Open
Noon – 5:00 p.m.
CC, Hall C and Auditorium, 2nd Level
• Lunch: Noon – 2:00 p.m.
• New Idea Sessions: 12:30 – 4:30 p.m.
• Poster Board Sessions: 1:00 – 3:00 p.m.
• ADEA TechExpo: 1:00 – 3:00 p.m.
• Exhibit Hall Raffle: 1:30 p.m.

ADEA Reference Committee on Association Policy Hearing
1:30 – 2:30 p.m.
CC, Room 204, 2nd Level

Tomorrow:
Don’t Miss These Special Events

Political Spotlight and Plenary Session
Featuring Gloria Borger
8:30 – 9:45 a.m.
CC, Ballroom ABC, 3rd Level

Exhibit Hall Open
9:45 a.m. – 3:00 p.m.
CC, Hall C and Auditorium, 2nd Level
• Coffee Break: 9:45 – 10:30 a.m.
• Poster Board Sessions: 10:00 a.m. – noon
• ADEA TechExpo: 10:00 a.m. – noon
• New Idea Sessions: 10:00 a.m. – 1:00 p.m.
• Lunch: Noon – 1:00 p.m.
• Exhibit Hall Raffle: 1:00 p.m.

The Chair of the ADEA Board of Directors Symposium—
Igniting Minds Through Student Self-directed Group Learning: Integrated Problem Sessions
1:30 – 3:00 p.m.
CC, Room 306, 3rd Level

ADEA Reference Committee on Administrative Affairs Hearing
3:30 – 4:30 p.m.
CC, Room 204, 2nd Level

ADEA Commission on Change and Innovation (CCI) in Dental Education Special Open Session:
Leading Change and Innovation
Anthony Monaco, M.D., Ph.D., President, Tufts University
4:00 – 5:00 p.m.
SH, Hampton, 3rd Level

Chair of the ADEA Board of Directors Symposium—
Unlocking Potential Through Collaboration: A Shared Model for Faculty Mentoring
4:00 – 5:30 p.m.
CC, Room 304, 3rd Level

2015 William J. Gies Awards for Vision, Innovation and Achievement Gala
(Ticketed Event)
6:00 – 9:00 p.m.
SH, Grand Ballroom Complex, 2nd Level

Please Don’t Miss…

ADEA Political Spotlight and Plenary Session Featuring:

GLORIA BORGER
Chief Political Analyst, CNN
“Political Outlook and News of the Day”

Monday, March 9
8:30 – 9:45 a.m.
CC, Ballroom ABC, 3rd Level
Immediate mobile access to:

- Speaker presentation slides and images—take notes and highlight during live presentations (NEW for 2015)
- CE Session Evaluations (NEW for 2015)
- In-app messaging and email to connect with attendees
- Social media and photo sharing
- Exhibitor booth listings and company profiles
- Maps and floor plans
- Session and event schedules—sync directly with your calendar
- Show alerts, and much more

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DOWNLOAD THE 2015 ADEA ANNUAL SESSION MOBILE APP
available on iPhone, iPad, and Android devices

ADVOCACY DAY ON CAPITOL HILL
Tuesday, April 14, 2015
8:00 a.m. – noon
Rayburn House Office Building, Gold Room (#2168)
Independence Avenue and South Capitol Street, Washington, DC 20003
Registration for Advocacy Day is complimentary.
adea.org/AdvocacyDay

To R.S.V.P. or inquire about hotel accommodations, please contact Ryne Chua, Program Associate for Advocacy and Governmental Relations, at chuar@dea.org, or 202–513-1162.