



ADEA | THE VOICE OF
DENTAL EDUCATION

**ADEA Minority Dental Faculty
Development and Inclusion (MDFDI) Program
Training Meeting**

Project Support from the W.K. Kellogg Foundation

Leading Change:
Leadership and Training
Strategies for Inclusion
and Academic/Community
Partnerships

Hyatt Regency Denver
All sessions in room Mineral EFG.

ADEA Minority Dental Faculty Development and Inclusion (MDFDI) Program:

Leading Change: Leadership Training Strategies for Inclusion
and Academic/Community Partnerships

Meeting Agenda

The ADEA/WKKF Minority Dental Faculty Development and Inclusion (MDFDI) Program Training Meeting will build on lessons learned from the six-year ADEA/WKKF Minority Dental Faculty Development (MDFD) program that involved 11 U.S. dental schools. Interactive training sessions will develop skills that contribute to successful diversity/inclusion programming and leadership development. The training sessions will be led by epidemiologist and consultant Dr. Joseph West. Panelists, including university diversity and inclusion officers and previous grantees, will share experiences and spark lively discussion around topics such as institutional climate, sustainability, mentoring and access.

Thursday, March 10

3:00 – 3:45 p.m.

Registration

4:00 p.m.

Welcome Reception

Moderator:

Karl D. Self, D.D.S., M.B.A.

Director

Dental Therapy Program

University of Minnesota School of Dentistry

4:30 p.m.

Opening Remarks

Jeanne C. Sinkford, D.D.S., Ph.D.

Senior Scholar in Residence

American Dental Education Association

Richard W. Valachovic, D.M.D., M.P.H.

President and CEO

American Dental Education Association

4:45 p.m.

Learning Session I: Affordable Care Act (ACA) and Health Care Transformation: Where Are Dental Practitioners?

Joseph F. West, M.Sc., Sc.D.

Management Consultant

Adjunct Assistant Professor

Department of Infectious Diseases

University of Illinois College of Medicine

Learning Objectives

- Discuss key provisions in the ACA that impact dental professionals and education.
- Describe expansions of scope and duties for allied dental professionals.
- Discuss the impact of the ACA on health disparities.

6:30 p.m.

Mixer

7:00 p.m.

Working Dinner

Address: Egalitarian Leadership

Lily T. Garcia, D.D.S., M.S., FACP

Associate Dean for Education

University of Iowa College of Dentistry

& Dental Clinics

8:30 p.m.

Adjourn



7:00 a.m.

Continental Breakfast

8:00 a.m.

Welcome

Alice Warner–Mehlhorn, Ph.D.

Director of Policy
W.K. Kellogg Foundation

8:15 a.m.

KEYNOTE ADDRESS

Leading the Academic Environment for Change

Wayne A.I. Frederick, M.D., M.B.A., FACS

President
Howard University

8:45 a.m.

Learning Session II: Talking Mentoring Leadership

Facilitator:

Joseph F. West, M.Sc., Sc.D.

Management Consultant
Adjunct Assistant Professor
Department of Infectious Diseases
University of Illinois College of Medicine

Panelists:

Melanie E. Mayberry, D.D.S., M.S.–H.C.M.

Interim Chair, Department of Patient Management
University of Detroit Mercy School of Dentistry

Darryl D. Pendleton, D.M.D.

Associate Dean for Student and Diversity Affairs
University of Illinois at Chicago College of Dentistry

Joan Y. Reede, M.D., M.P.H., M.S., M.B.A.

Dean for Diversity and Community Partnership
Harvard Medical School

Donna Grant-Mills, RDH, M.Ed., D.D.S.

Associate Dean for Student Affairs and Admissions
Howard University College of Dentistry

Learning Objectives

- Explain how the use of multiple mentors and peer mentoring affects trainee satisfaction and career advancement.
- Recognize critical factors in effective mentoring experiences for dental faculty and advanced dental education students.

- Identify strategies to facilitate long-term success of mentoring relationships.

10:15 a.m.

Networking Break

10:30 a.m.

Diversity Officers' Panel: Leadership Team, Institutional Climate and Institutional Resources

Brenda J. Allen, Ph.D.

Vice Chancellor for Diversity and Inclusion
University of Colorado Denver, Anschutz Medical Campus

Kent Guion, M.D.

Chief Diversity Officer
University of North Carolina Wilmington

Charles J. Alexander, Ph.D.

Associate Vice Provost for Student Diversity
University of California, Los Angeles

Learning Objectives

- Discuss how mission and resources contribute to effective outcomes.
- Describe the importance of academic leadership in implementing policies, strategies and change.

Noon

Lunch

1:00 p.m.

Learning Session III: Interactive Training Session—Strategies for Program Sustainability

Joseph F. West, M.Sc., Sc.D.

Management Consultant
Adjunct Assistant Professor
Department of Infectious Diseases
University of Illinois College of Medicine

Learning Objectives

- Identify ways to document and quantify success and activities that have led to positive outcomes.
- Articulate stories to communicate success and obtain continued buy-in for collaborations and partnerships.
- Demonstrate skills that align success to funding for continued program objectives and work.

2:30 p.m.

Networking Break

2:45 p.m.

Learning Session IV: New Delivery Models for Increased Access to Care—Dental Therapy Models

Panelists:

David Jordan

Project Director, Dental Access Project
WKKF Community Catalyst
Dental Therapy Network

Tracye A. Moore, RDH, M.S., Ed.D.

Interim Chair, Department of Dental Hygiene
Northern Arizona University

Karl D. Self, D.D.S., M.B.A.

Director, Dental Therapy Program
University of Minnesota

Learning Objectives

- Describe program development and strategies that are being used in the dental therapist model.
- Articulate leadership roles in program implementation in the dental therapy network.
- Discuss how the new CODA accreditation standards for dental therapy programs may impact access to care.

3:45 p.m.

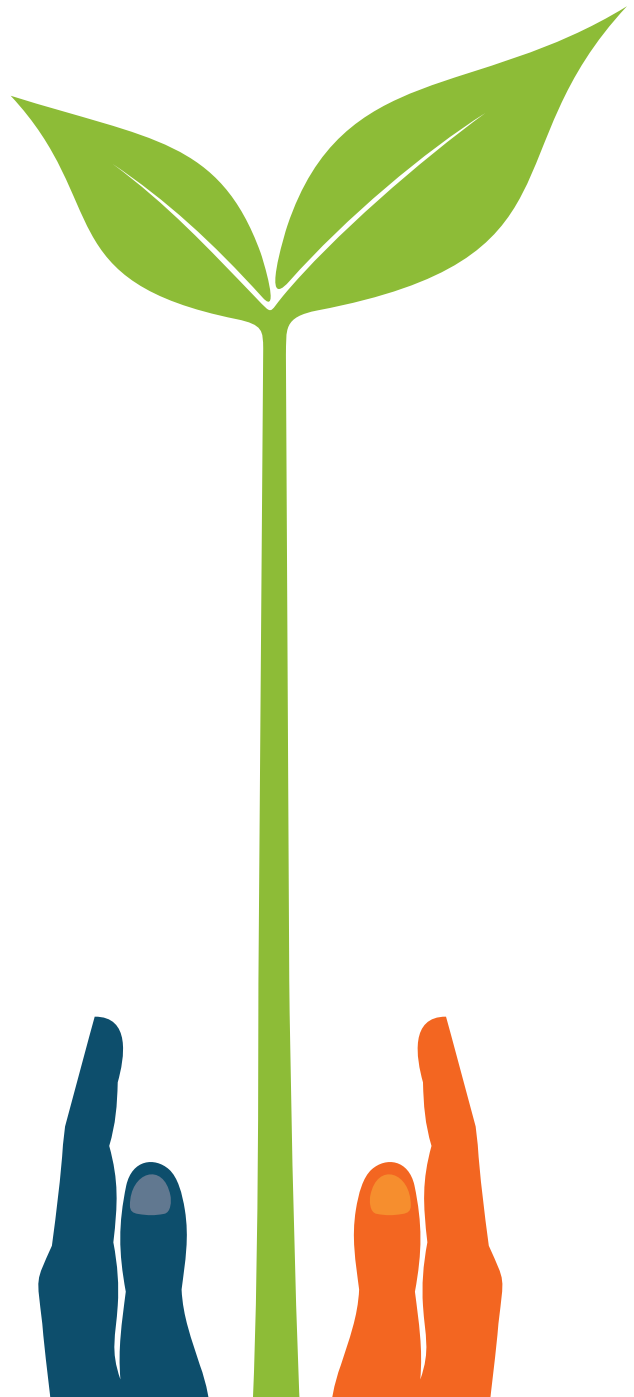
Closing Remarks

Jeanne C. Sinkford, D.D.S., Ph.D.

Senior Scholar in Residence
American Dental Education Association

4:00 p.m.

Adjourn



Charles J. Alexander, Ph.D., is a pioneer of pipeline programs designed to increase diversity in the health professions. He is Associate Vice Provost for Student Diversity and Director of the Academic Advancement Program at the University of California, Los Angeles. He provides leadership for programs for nearly 6,000 undergraduates from populations historically underserved by higher education, including students from low-income families, first-generation college students and students from historically underrepresented groups. He is also an Adjunct Associate Professor in the School of Dentistry's Division of Public Health and Community Dentistry. Dr. Alexander is Past Chair of the Robert Wood Johnson Foundation's Dental Pipeline Project II Advisory Committee and Past President of the National Association of Medical Minority Educators.

Brenda J. Allen, Ph.D., is Associate Vice Chancellor for Diversity and Inclusion at the University of Colorado (CU) Denver. She began at CU Boulder in 1989 as an Assistant Professor and joined the CU Denver faculty in 2001. Dr. Allen is part of the executive leadership team in Academic and Student Affairs to enhance and sustain diversity, promote a culture of inclusiveness and develop strategic initiatives that contribute to the success of faculty, students and staff. Her scholarship focuses on organizational communication and social identity with an emphasis on diversity in higher education. As master mentor of the Tenure Track Faculty Mentoring Program, she develops and implements a variety of mentoring activities, including specialized programming for groups such as women faculty, faculty of color and science faculty with education specialties.

Wayne A. I. Frederick, M.D., M.B.A., is President of Howard University in Washington, DC. He earned a B.S. and an M.D. from Howard and completed a surgical residency training at Howard University Hospital. After completing his postdoctoral research and surgical oncology fellowships at the University of Texas MD Anderson Cancer Center, he began his academic career as Associate Director of the Cancer Center at the University of Connecticut. Dr. Frederick returned to Howard University in 2006 and served in several leadership roles before his appointment as President. He is a distinguished researcher, surgeon and author of numerous peer-reviewed articles, book chapters, abstracts and editorials. He has also received numerous awards honoring his outstanding scholarship and service.

Lily T. Garcia, D.D.S, M.S., FACP, is Associate Dean for Education and Professor at The University of Iowa College of Dentistry & Dental Clinics. She received her D.D.S. from Baylor College of Dentistry and a Certificate and M.S. in Prosthodontics at the University of Texas Health Science Center at San Antonio (UTHSCSA). She joined the UTHSCSA faculty and later became Chair of the Department of Restorative Dentistry at the University of Colorado School of Dental Medicine. Her teaching led to updates in materials and teaching methodologies in fixed and removable prosthodontics. She returned to UTHSCSA as Department Chair in Prosthodontics and later became Director of the Division of Advanced Education and External Affairs. She completed a Fellowship in the 2005–06 Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program.

Donna Grant-Mills, RDH, M.Ed., D.D.S., is Associate Dean for Student Affairs and Admissions at the Howard University College of Dentistry and Project Director for the Robert Wood Johnson Foundation (RWJF) Summer Medical and Dental Education Program. She has more than 40 years of experience in health care, including dental assisting, dental hygiene and general dentistry practice in diverse settings; allied dental and dental education; hospital-based oral health care management; and community health program development. She serves as Faculty Liaison to the District of Columbia Dental Society for the Annual Give Kids a Smile Day and is active on community health advisory boards and committees. In 2014, she received the "Community Spirit Award" from the District of Columbia Dental Society. Dr. Grant-Mills has published and presented scholarly papers in the U.S. and abroad.

Kent Guion, M.D., M.A., is Chief Diversity Officer at the University of North Carolina Wilmington and Professor in the College of Health and Human Sciences. Previously, he was Vice President for Diversity and Inclusion at Georgia Regents University, Interim Dean of the College of Allied Health Sciences, and Associate Dean for Student, Faculty and Community Affairs. He was also the Associate Dean and Director of the Center for Rural Health and Research at Georgia Southern University in the School of Health and Human Sciences. He is a fellow of the Health Research and Education Trust Cultural Competency Leadership Program and the Founding Chair of the Georgia Association of Diversity Officers in Higher Education. His interests include cultural

competency in health care, physical activity and public health, and health-related program evaluation. He has received numerous awards and recognitions.

David Jordan is a Project Director of the Community Catalyst's Dental Access Project. He leads a national campaign to expand access to dental care by initiating and supporting state campaigns to establish the practice of dental therapists. He oversees the project's political strategy, state field operations and strategic and operational relations with collaborating partners. Prior to joining Community Catalyst, Mr. Jordan served as Chief of Staff to a Massachusetts state senator and led integrated communications campaigns at Solomon McCown & Co., Inc. He also managed the successful MassACT! ballot initiative campaign, which in part led to Massachusetts' landmark 2006 health care law. Mr. Jordan is a veteran of electoral politics and has worked on local, state and national campaigns.

Melanie E. Mayberry, D.D.S., M.S.-HCM, is Interim Chair of the Department of Patient Management and Clinical Associate Professor at the University of Detroit Mercy School of Dentistry. She has held various leadership positions, is a Fellow of the Academy of General Dentistry, an ADA Institute for Diversity in Leadership alumna and an ADEA Leadership Institute alumna. She is on the ADEA Leadership Institute Alumni Association Administrative Board, maintains a part-time private practice, and has a strong interest in interprofessional education, collaborative care and integrated health. She is the founder of "Urban Impressions, A Youth Initiative," a middle school-aged health professions mentoring program for underrepresented minorities. Dr. Mayberry received her D.D.S. from Meharry Medical College School of Dentistry and completed a General Practice Residency at the University of Michigan Medical Center.

Tracye A. Moore, RDH, M.S., Ed.D., is an Assistant Professor and the Interim Chair, Department of Dental Hygiene, Northern Arizona University (NAU). Her 27-year career in dental hygiene runs the gamut from working at hospitals to private practice, as a clinical instructor for two colleges, conducting research for the University of Pittsburgh, and being employed by the United States Navy. She is a founding member of Tri-State Dental Hygienists' Society where she was Secretary, Vice-President, and Chair of the Fundraising Committee. She is a member of New Era Dental Society, the American

Dental Hygienists' Association, and is Immediate Past President of the National Dental Hygienists' Association. In January 2014, she received the NAU Department of Dental Hygiene Exemplary Performer Award and in April 2014 she received the NAU Educator of Influence Award.

Darryl D. Pendleton, D.M.D., is Associate Dean for Student and Diversity Affairs at the University of Illinois at Chicago College of Dentistry (UIC COD) and Clinical Associate Professor in the Department of Pediatric Dentistry. Additionally, he is Director of the Urban Health Program, Honors College Faculty and Fellows, and Co-chair of the UIC COD Admissions Committee, Diversity Advisory Committee, Student Faculty Relations Committee and Student Disciplinary Committee. He is Co-Principle Investigator (PI) on the UIC Navigator Program funded by HCOP/HRSA. Dr. Pendleton recently served on ADEA's Diversity Accreditation Standard Working Group, helping create diversity standards for dental education. He was PI and Co-Program Director for the Comprehensive Minority Faculty Development Program, Co-Director for the Access to Dental Careers Program and Dental Pipeline Program and PI and Liaison for the Dental Pipeline Connections mentoring program.

Joan Y. Reede, M.D., M.P.H., M.S., is Dean for Diversity and Community Partnership and Associate Professor of Medicine at Harvard Medical School (HMS), Associate Professor in the Department of Social and Behavioral Sciences at Harvard School of Public Health, and Assistant in Health Policy at Massachusetts General Hospital. She develops and manages an HMS program providing leadership, guidance and support to promote recruitment, retention and advancement of underrepresented minority, women, LGBT and faculty with disabilities. She directs the Minority Faculty Development Program, the Community Outreach Programs, the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center, and the HMS Center of Excellence in Minority Health and Health Disparities. She is Chair of the National Academy of Medicine's Interest Group (IG) 08 on Health of Populations/Health Disparities.

Karl D. Self, D.D.S., M.B.A., is Director of the University of Minnesota School of Dentistry's Division of Dental Therapy. In addition, he teaches dental, dental therapy, and dental hygiene students. His research efforts focus on the implementation of dental therapy in Minnesota. His general research interests include access to care, global

health and workforce issues. Dr. Self's prior experiences include being the Executive Director of a Federally Qualified Healthcare Center in Minneapolis, consultant for the Minnesota Department of Human Services' Medical Assistance program, and Director of Inclusivity and Diversity for the University of Minnesota School of Nursing. He earned his D.D.S. from the University of Minnesota School of Dentistry and an M.B.A. from the University of Minnesota's Carlson School of Management.

Jeanne C. Sinkford, D.D.S., Ph.D., is Senior Scholar in Residence in ADEA's Office of the President and CEO. Dr. Sinkford previously served as Director, then as Associate Executive Director, of the Association's former Center for Equity and Diversity. Currently Professor and Dean Emeritus of Howard University College of Dentistry, she served as the school's Dean from 1975-1991. Prior to that, Dr. Sinkford chaired the Department of Prosthodontics and served as Associate Dean and a graduate school faculty member. She holds honorary degrees from Georgetown University, the University of Medicine and Dentistry of New Jersey, the University of Detroit Mercy, and Meharry Medical College. She has been a member of the Institute of Medicine of the National Academies since 1975.

Richard W. Valachovic, D.M.D., M.P.H., is ADEA President and CEO. He joined ADEA in 1997 after more than 20 years in research, practice and teaching of pediatric dentistry and oral medicine/radiology. He is a Diplomate of the American Board of Oral and Maxillofacial Radiology and completed advanced training in pediatric dentistry and dental public health. He previously served on the faculty and administration of the Harvard School of Dental Medicine and the University of Connecticut School of Dental Medicine. Dr. Valachovic has served as President of the Federation of Associations of Schools of the Health Professions and as Executive Director of the International Federation of Dental Educators and Associations. He is a member of the Washington Higher Education Secretariat and serves as the President of the Interprofessional Education Collaborative.

Alice M. Warner-Mehlhorn, Ph.D., is Director of Policy at the W.K. Kellogg Foundation (WKKF). As a member of the Food, Health & Well-Being and Racial Equity teams, she participates in the development of programming priorities, reviews and recommends proposals for funding, manages and monitors a portfolio of active grants and

designs and implements national grants and multi-year projects. Dr. Warner has more than 20 years' experience serving in various consultant and leadership positions in educational and health care organizations, including Marietta College, Bethesda Hospital and Deaconess Association, Jewish Hospital of Cincinnati School of Nursing, Veteran's Administration, and WKKF. Dr. Warner is a certified health care executive through the American College of Healthcare Executives.

Joseph F. West, M.Sc., Sc.D., is a management consultant and independent population health leader with more than 10 years of research and enterprise consulting experience. He has led and collaborated on consulting projects primarily in the nonprofit, governmental and academic hospital sectors. Dr. West focuses on community-based public health interventions, trauma-informed care models and managed care best practices. His work has appeared in numerous academic and policy journals. He is currently a frequent guest on radio and television programs, discussing public health and health care policy. Dr. West earned his Master's and Doctorate degrees from Harvard University School of Public Health. He is a social epidemiologist who is dedicated to innovative solutions in health and medicine.

