BUILDING LEADERSHIP TEAMS FOR A DIVERSE DENTAL WORKFORCE

The Renaissance Hotel, Washington, D.C.
June 12–13, 2014
Project Support from the W. K. Kellogg Foundation

TRAINING SESSION

AMERICAN DENTAL EDUCATION ASSOCIATION
There is a health care crisis specifically affecting underserved and minority growth stemming from:

- Faculty shortages due to retiring faculty members,
- Lack of growth in the graduation of new dentists, and
- A shift in U.S. population demographics.

Growing Our Own showcases models to address this crisis through recruitment and retention of underrepresented minority faculty. Highlighting the importance of leadership, institutional climate, mentoring and valuing diversity, academic and academic/community partnerships, the book provides a framework for mission-driven activities in diversity programming.

Growing Our Own includes:

- Seven models explored to contribute to successful diversity outcomes,
- Deans’ personal commentary,
- Site visit observations, and
- Recommendations.

$25 member price*  
$50 nonmember price*  

*Cost does not include shipping, handling, and applicable sales tax.

To order, visit www.adea.org or call 202-289-7201.

Growing Our Own is published by the American Dental Education Association (ADEA), an organization committed to promoting diversity and faculty development in dental education. ADEA values diversity and believes academic dental institutions should reflect our society’s diversity and the people we serve.
Thursday, June 12

Noon – 12:45 p.m.  
Registration and Information  
(Footer 1-5)  
(Light lunch provided in Meeting Room 4)  
Moderator: Darryl D. Pendleton, D.M.D.  
Associate Dean for Student and Diversity Affairs  
Associate Professor and Director of the Urban Health Program  
University of Illinois at Chicago College of Dentistry

1:00 p.m.  
Meeting Room 4  
Welcome  
Richard W. Valachovic, D.M.D., M.P.H.  
ADEA President and CEO

1:15 p.m.  
Keynote Address: Diversity in the Academy—Leadership Development and Transformation  
W. Kent Guion, M.D., M.A.  
Vice President for Diversity and Inclusion  
Georgia Regents University  
Vice President Guion will discuss the importance of leadership in institutional transformation regarding diversity and inclusion in policies that are being implemented at Georgia Regents University.  
Individuals will learn:  
• How to think of diversity as an institutional imperative for higher education.  
• The importance and values of inclusion policies across academic disciplines and units.

1:45 p.m.  
Evidence for the Need for Change in the Dental Workforce of the Future  
Frank A. Catalanotto, D.M.D.  
Chair, Department of Community Dentistry and Behavioral Science  
University of Florida College of Dentistry  
Dr. Catalanotto will present workforce, demographic and access issues that have contributed to the current disparities in dental care in the United States.  
Individuals will learn:  
• The professional responsibilities involved in dental access issues.  
• Short- and long-term strategies that are needed to reduce the impact of untreated dental disease.
2:30 p.m.  
**Models for the Dental Team of the Future/ Roles of Allied Dental Professionals**

**Expanded Function Dental Hygienists**
Mert N. Aksu, D.D.S., J.D., M.H.S.A.
Dean
University of Detroit Mercy School of Dentistry

**Community Dental Health Coordinators**
Dunn H. Cumby, D.D.S., M.P.H.
Professor of Community Dentistry
University of Oklahoma College of Dentistry

**Dental Therapists**
David Jordan
Project Director, Dental Access Project
Community Catalyst

The Patient Protection and Affordable Care Act (ACA) expands Title VII’s Health Programs by including the development of new training programs. New workforce models are being considered across the health professions and across the nation as the health care system in the United States is being reformed.

**Individuals will learn:**
- How these workforce models will increase access to preventive health care, especially for underserved groups.
- How these workforce models can be integrated into the concepts of disease prevention and team-based care as the wave of the future.

3:30 p.m.  
**Discussion and Q & A**

4:00 p.m.  
**Break/Networking**

Foyer Meeting Rooms 1-5

4:30 p.m.  
**Microaggressions and Unintentional Bias—Leadership Skills Training Session**

Joseph F. West, M.Sc., Sc.D.
Management Consultant
Adjunct Assistant Professor in Medicine
Northwestern University Feinberg School of Medicine

This interactive training session engages participants in a behavioral challenge that interferes with team collaboration, productivity and outcomes. Dr. West is an epidemiologist and professional strategist.

**Individuals will learn:**
- How microaggressions affect team spirit and productivity.
- How to recognize the dual use of microaggressions in team building and use prescriptive behavior modification.
6:00 p.m.  | Break
7:00 p.m.  | Reception
Foyer Meeting Rooms 1-5
7:30 p.m.  | Working Dinner: Reframing Diversity as Core to Excellence
            Meeting Room 3

Marc A. Nivet, Ed.D.
Chief Diversity Officer
Association of American Medical Colleges
Dr. Nivet is a thought leader in medical education. His presentation will include the limited predictive values of academic metrics and diversity as an integral aspect of excellence.

Friday, June 13
7:30 a.m.  | Continental Breakfast
            Meeting Room 3

Moderator: Dennis A. Mitchell, D.D.S., M.P.H.
Senior Associate Dean for Diversity Affairs
Columbia University College of Dental Medicine

8:00 a.m.  | Welcome
            Meeting Room 4

Alice Warner-Mehlhorn, Ph.D.
Program Officer
W. K. Kellogg Foundation

8:15 a.m.  | Interprofessional Education (IPE) and Collaborative Practice

Leo E. Rouse, D.D.S., FACD
Dean
Howard University College of Dentistry
Dean Rouse represents ADEA on the Expert Panel for the Interprofessional Education Collaborative (IPEC). He will discuss how IPE concepts have advanced to newer challenges in practice and team-based care across the health professions.

**Individuals will learn:**
- How IPE concepts are contributing to new models in “home” concepts and team-based care in a variety of delivery systems.
- The importance of IPE concepts in primary care, advanced and continuing education, and team-based care across the health professions.
9:00 a.m.  Group Training Exercise: Thinking Forward—How to Seize Opportunity from Success and Think Forward
Joseph F. West, M.Sc., Sc.D.
Management Consultant
Adjunct Assistant Professor in Medicine
Northwestern University Feinberg School of Medicine
This interactive skills-building session will focus on the leadership roles in program development process, progress and implementation.

Individuals will learn:
• How to use short-term success outcomes to accommodate changes and opportunities that contribute to newer thinking, direction, communication and resource availability.
• How to use short-term successes that contribute to long-term outcomes through increased partnerships and foundation for program expansion and development.

10:30 a.m.  Break
Foyer Meeting Rooms 1-5

11:00 a.m.  Program Progress Reports
MDFD III Program Leaders
Ana Luz Thompson, RDH, M.H.E.
Program Director and Interim Chair
Department of Dental Hygiene
Georgia Regents University
Deidre D. Young, D.D.S.
Clinical Assistant Professor
Department of Patient Management
Director of Multicultural Affairs
University of Detroit Mercy School of Dentistry
Divesh Byrappagari, B.D.S., M.S.D.
Assistant Professor
Director of Community Programs
University of Detroit Mercy School of Dentistry
Donna Grant-Mills, D.D.S., M.Ed., RDH
Chair, Department of Dental Hygiene
Howard University College of Dentistry
Program directors from MDFD III grantee schools will reflect on allied leadership training, community outreach and pipeline/recruitment activities.
Individuals will learn:

• How MDFD III programs use resources to leverage institutional support for diversity and inclusion programming.

• The importance of allied leadership in experiential learning and academic community partnerships.

12:30 p.m.
Meeting Room 3

Lunch

1:30 p.m.

Change—Lessons Learned and Reflective Wisdom

Facilitated Discussion
Dora Elías McAllister, Ph.D.
Director of Grants Programs
American Dental Education Association

MDFD I Program Leaders
Dunn H. Cumby, D.D.S., M.P.H.
Professor of Community Dentistry
University of Oklahoma College of Dentistry
Kenneth B. May, D.D.S., M.S.
Director of Multicultural Affairs and Recruitment Initiatives
Associate Professor of Biologic & Materials Sciences
University of Michigan School of Dentistry
Dennis A. Mitchell, D.D.S., M.P.H.
Senior Associate Dean for Diversity Affairs
Associate Professor of Clinical Dental Medicine
Columbia University College of Dental Medicine
Darryl D. Pendleton, D.M.D.
Associate Dean for Student and Diversity Affairs
Associate Professor and Director of the Urban Health Program
University of Illinois at Chicago College of Dentistry
Ernie S. Lacy, D.D.S.
Executive Director, Post-Baccalaureate Program
Office of Student Development and Multicultural Affairs
Texas A&M University Baylor College of Dentistry

This facilitated discussion includes program leaders from the original Minority Dental Faculty Development grant (MDFD 2004–2010). They will focus responses on lessons learned during the six-year grant period and sustainability of diversity and inclusion objectives.

Individuals will learn:

• The importance of integrating diversity and inclusion objectives with other academic programs and initiatives.
• How project program leaders perceive their roles in sustaining diversity and inclusion initiatives.

• How MDFD helped transform the academic environment.

2:30 p.m. Discussion

2:45 p.m. Closing Remarks
Jeanne Craig Sinkford, D.D.S., Ph.D.
Senior Scholar in Residence
American Dental Education Association

3:00 p.m. Adjournment
Mert N. Aksu, D.D.S., J.D., M.H.S.A., is Dean of the University of Detroit Mercy School of Dentistry. Dr. Aksu previously served as a faculty member, Associate Dean for Clinical Administration and Executive Associate Dean. He also is the Founding Chairperson of the Department of Patient Management. Dr. Aksu is a former attending staff of Henry Ford Health Systems, a member of the State Bar of Michigan and a Fellow of the American College of Legal Medicine, the American College of Dentists, the International College of Dentists, the Academy of General Dentistry and Pierre Fauchard Academy.

Divesh Byrappagari, B.D.S., M.S.D., is Assistant Professor and Director of Community Programs at the University of Detroit Mercy School of Dentistry. He has several years of experience in public health in the areas of health policy development and analysis, program development and oral disease surveillance. As Director of Community Programs, Dr. Byrappagari manages the Community Based Dental Education program and is involved in several community programs that provide access to comprehensive dental services for uninsured and underserved individuals in Michigan. He serves on the boards of several community organizations.

Frank A. Catalanotto, D.M.D., is Chair of the Department of Community Dentistry and Behavioral Science at the University of Florida College of Dentistry. The department’s mission is to eliminate disparities in health status and access to health care services, promote optimal oral health and prevent disease through research, teaching and service. Dr. Catalanotto is the author of many publications and has been actively involved in the American Academy of Pediatric Dentistry, American Association for Dental Research and the American Dental Association. Dr. Catalanotto was the 2004–05 ADEA President.

Dunn H. Cumby, D.D.S., M.P.H., operates a private general dentistry practice in Oklahoma City. He also serves as Clinical Professor, Chair of the Division of Community Dentistry and Codirector of the American Dental Association’s Community Dental Health Coordinator pilot program at the University of Oklahoma College of Dentistry.

Dora Elías McAllister, Ph.D., is Director of Grant Programs for the ADEA Policy Center’s (APC) Access, Diversity and Inclusion portfolio, where she is responsible for providing support for grant-funded efforts, including the Minority Dental Faculty Development program. She previously served as a Research Fellow for the APC’s Educational Research and Analysis portfolio. Prior to joining ADEA in December 2012, Dr. Elías McAllister was a graduate assistant at the New Leadership Alliance for Student Learning and Accountability and completing a doctorate in higher education policy at the University of Maryland.

Donna B. Grant-Mills, D.D.S., M.Ed., RDH, is Associate Professor and Chair of the Department of Dental Hygiene at the Howard University College of Dentistry. She also serves as Principal Investigator for the Robert Wood Johnson Foundation (RWJF) Summer Medical and Dental Education Program at Howard University. In 2005, Dr. Grant-Mills was chosen Humanitarian of the Year by the District of Columbia Dental Society in recognition of her work for the RWJF Dental Pipeline Program in support of an oral health program to benefit underserved families in the District of Columbia. In 2006, she received the National Dental Association Foundation/Colgate-Palmolive Outstanding Teacher Award. Also in 2006, she joined the staff at ADEA as an ADEA/Pfizer Inc. Enid A. Neidle Scholar-In-Residence. During her residency at ADEA, Dr. Grant-Mills evaluated the advancement of minority women in dental education. In August, 2011, the town of Lincoln Heights, OH, awarded Dr. Grant-Mills the Legacy Award for her contribution in medicine and public service.

W. Kent Guion, M.D., M.A., is Vice President for Diversity and Inclusion at Georgia Regents University (GRU). The Office of Diversity and Inclusion focuses on institutional diversity and the implementation of enterprise-wide cultural competency training. Dr. Guion chaired GRU’s Work Group Diversity and was a member of the Work Group on Global Health. His prior appointments and experiences involved issues of gender equity, disabilities, underrepresented student progression and campus-wide wellness. He is a fellow of the Health Research and Education Trust Cultural Competency Leadership Program, member of the National Association of Diversity Officers in Higher Education and currently serves on the Board of Regents Advisory Committee of Chief Diversity Officers. He is a 2009 graduate of the Leadership Augusta Program.

David Jordan 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.

Ernie S. Lacy, D.D.S., is Executive Director, Office of Student Development and Multicultural Affairs and Professor, Department of Restorative Dentistry at Texas A&M University Baylor College of Dentistry. Her responsibilities include directing the Education for Healthcare Professional
Program, which offers a Certificate and M.S. to those interested in academics. She also heads the College’s preclinical programs, which assist students from culturally diverse and academically and/or economically disadvantaged backgrounds gain acceptance into dental school. In 2011 Dr. Lacy was in the 11th annual class of the ADEA Leadership Institute. She was honored as the 2013 recipient of the ADEA Gies Award for Outstanding Achievement.

Kenneth B. May, D.D.S., M.S., is Associate Professor at the University of Michigan School of Dentistry. A member of the Department of Biologic and Materials Sciences, Division of Prosthodontics, Dr. May fulfills multiple roles, including administration, teaching and research, and faculty practice. In his administrative role, Dr. May directs the Office of Multicultural Affairs and Recruitment Initiatives. In his teaching role, Dr. May serves as Course Director for the Advanced Fixed Prosthodontic lecture series and the Complete Denture Seminar. Additionally, he maintains a dental practice in the School of Dentistry’s Dental Faculty Associates clinic. He is also an Active Fellow in the Academy of Prosthodontists, the American College of Prosthodontists, the Richard H. Kingery Prosthetic Study Club, the American Association of Dental Research, the International Association of Dental Research and the American Association of Clinical Pathologists.

Dennis A. Mitchell, D.D.S., M.P.H., serves as Senior Associate Dean for Diversity Affairs at the Columbia University College of Dental Medicine. Formerly the Institutional Project Director for the ADEA Minority Dental Faculty Development Program (funded by the W. K. Kellogg Foundation), Dr. Mitchell is currently responsible for the dental college’s five diversity programs targeting training, faculty development and student enrollment. Dr. Mitchell holds a joint appointment as Associate Professor of Dental Medicine in the divisions of Community Health and Periodontics. He previously directed both the Harlem component of the Community DentCare Network for Columbia University and Research and Community Dentistry at the Harlem Hospital Center Department of Dentistry.

Marc A. Nivet, Ed.D., M.B.A., is Chief Diversity Officer at the Association of American Medical Colleges, where he provides strategic vision and programmatic leadership on issues surrounding community engagement, workforce and student diversity and health equity at universities, medical schools and teaching hospitals across the United States and Canada. Dr. Nivet has spent over 20 years in academic medicine developing program initiatives and solutions that have helped universities and their academic health centers accelerate efforts to realize their mission of excellence in research, education and patient care. Dr. Nivet is a leader in the theory and design of transformative initiatives that elevate health equity and community engagement to a strategic level.

Darryl D. Pendleton, D.M.D., Associate Dean for Student and Diversity Affairs at the University of Illinois at Chicago College of Dentistry, also serves as Clinical Associate Professor in the Department of Pediatric Dentistry. His additional roles include Director of the Urban Health Program, Principal Investigator and Coprogram Director for the Comprehensive Minority Faculty Development Program, Codirector for the Access to Dental Careers Program and Dental Pipeline Program and Principal Investigator and Liaison for the Dental Pipeline Connections mentoring program. He currently cochairs the College of Dentistry’s Admissions, Diversity Advisory, and Student Disciplinary committees. He is a member of numerous other college and university committees.

Leo E. Rouse, D.D.S., F.A.C.D., is Dean and Professor of Clinical Dentistry at the Howard University College of Dentistry. Recently, he represented the University as Interim Deputy Provost for Health Sciences. Dr. Rouse served in the U.S. Army Dental Corps for 24 years with a final assignment as Commander and Chief Operating Officer of the U.S. Army Dental Command. He retired in 1997 at the rank of Colonel. Dr. Rouse is a Fellow of the American College of Dentists and a member of many professional organizations. He represented ADEA on the Expert Panel of the Interprofessional Education Collaborative (IPEC) charged with developing the Core Competencies for IPEC. He is a member of the National Advisory Council of the National Center for Interprofessional Practice and Education. Dr. Rouse is a past member of the American Dental Association Foundation Board and member the Board of Visitors of the University of Pittsburgh School of Dental Medicine. In 2011 he was installed as the first African-American President of ADEA. In 2009, he was the recipient of the ADEA Presidential Citation for distinguished service to the Association and dedication to advancing the dental education community. Other recognitions include the 2011 Sterling V. Mead Award from the District of Columbia Dental Society and the 2011 Legend Award from the National Dental Association.

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, Dr. Sinkford served as the school’s Dean from 1975 to 1991. Prior to her deanship, 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.
Ana L. Thompson, RDH, M.H.E., is Associate Professor, Dental Hygiene Chair and Program Director in the College of Allied Health Sciences at Georgia Regents University. Additionally, she has a joint appointment in the College of Dental Medicine (Oral Health and Diagnostic Sciences). Her teaching areas include dental anatomy, radiology, dental hygiene clinic, diversity issues and Spanish for dental professionals. Her publications include articles focusing on hypertension and blood pressure screening, implant maintenance and educational issues like predictors of success and characteristics of full-time faculty in baccalaureate dental hygiene programs. Actively involved in community activities involving minority populations, Ms. Thompson participated in the development of a clinical program, the First Hand Foundation, Sonrisas Sanas Clinic, for Hispanic/Latino children and works directly with dental and dental hygiene students in community activities.

Richard W. Valachovic, D.M.D., M.P.H., is ADEA President and CEO and a Harvard School of Dental Medicine faculty member. Dr. Valachovic has more than 20 years of post-doctoral experience in the practice and teaching of oral medicine. In addition to his broad experience in oral medicine, Dr. Valachovic has been active in many related capacities, including serving on the Executive Council and the Finance Committee of the American Academy of Oral and Maxillofacial Radiology, and later serving as President. Dr. Valachovic is certified in pediatric dentistry and dental public health and is a Fellow of the American Academy of Pediatric Dentistry. He is Past President of the Federation of Associations of Schools of the Health Professions.

Alice M. Warner-Mehlhorn, Ph.D., is program officer at the W. K. Kellogg Foundation (WKKF) in Battle Creek, MI. 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 initiatives and multi-year projects. Dr. Warner has more than 20 years’ experience in her field, serving in the following positions: Consultant, Institute for Education and Training, Marietta College; Director, Information/Resource Center, Bethesda Hospital and Deaconess Association; Instructor/Media Coordinator, Jewish Hospital of Cincinnati School of Nursing; Medical District Health Planner, Veteran’s Administration; Special Assistant to the President/Director of Total Quality Management, Marietta College; Program Associate, Leadership, WKKF; and Consultant to WKKF for the Devolution Initiative prior to her second hire with the foundation in 1997. Dr. Warner is a certified health care executive through the American College of Healthcare Executives.

Joseph F. West, M.Sc., Sc.D., is Senior Epidemiologist and Project Director at the Sinai Urban Health Institute at Sinai Health Systems and Adjunct Assistant Professor at Northwestern University Feinberg School of Medicine. Dr. West also serves as President of Westwell Group, an independent consulting and research firm dedicated to innovative solutions in health and medicine. A social epidemiologist, Dr. West focuses his research on diabetes, cancer prevention, men’s health and human development. As an independent consultant, he has completed numerous program evaluation, research and organization consultations, including projects with the W. K. Kellogg and Annie E. Casey foundations, United Way, The California Endowment and ADEA. Dr. West was named an Eisenhower Scholar and received the Albert Schweitzer Award from the Harvard School of Public Health. He is a graduate of the University of Illinois at Urbana-Champaign and holds master’s and doctor of science degrees from Harvard School of Public Health.

Deirdre D. Young, D.D.S., is Clinical Assistant Professor at the University of Detroit Mercy (UDM) School of Dentistry, where she has taught gross anatomy and provided lectures in cultural competency in the predoctoral curriculum. She has also taught in the Simulation Lab and in DS3 and 4 Clinics. As Director of Multicultural Affairs at UDM, Dr. Young created three pipeline programs; she now directs the Dental Imprint Program, Dental Hygiene Emphasis Workshop, and the Summer Enrichment Program. She also serves as UDM faculty advisor for the Pre-Dentistry Student Association, Student National Dental Association/Student National Dental Hygienists’ Association, and seven-year B.S./D.D.S. program-3rd Cohort. In addition to her faculty position at UDM, Dr. Young provides dental care in a private practice setting in the metropolitan Detroit area.
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