



**2018 ADEA Diversity Workshop Series**  
***The Power of Broadened Perspectives: Recruiting and Retaining Diverse Faculty in Dental Education***  
**October 24, 2018**  
**Hilton Toronto Hotel**  
**Toronto, Canada**

**Agenda**

The ADEA Diversity Workshop Series provides dental school administrators, faculty and staff with tools and strategies to promote and capitalize on the role of diversity in achieving inclusive excellence within health professions education. The Diversity Workshop is a one-day learning symposium to help participants understand the scope of the diversity-related CODA standards and assist them in developing mission-driven diversity initiatives for their institutions.

CODA Standard 1-4 reads:

*The dental school must have policies and practices to:*

- a. achieve appropriate levels of diversity among its students, faculty and staff;*
- b. engage in ongoing systematic and focused efforts to attract and retain students, faculty and staff from diverse backgrounds; and*
- c. systematically evaluate comprehensive strategies to improve the institutional climate for diversity.*

Effectively facilitating “an environment characterized by, and supportive of, diversity and inclusion” involves more than promoting and supporting diversity activities—it requires effective leadership and careful development of a deliberate, collaborative and sustainable diversity plan. The small group workshop format affords the unique opportunity for quality discussion, sharing and support of deliberate and collaborative planning and the exchange of ideas among participants and presenters.

The 2018 ADEA Diversity Workshop focus is on fostering faculty diversity as a means of broadening perspectives within dental education.

**Learning Objectives**

At the end of the workshop, participants will be able to:

- Identify institutional challenges and best practices related to the recruitment and retention of underrepresented and marginalized faculty;
- Examine and contrast strategies that foster an inclusive climate in support of underrepresented and marginalized faculty; and
- Discuss and assess strategies and best practices which foster the recruitment and retention of underrepresented and marginalized faculty for possible transferability to your dental school or program.

## Agenda

8:00 – 8:30 a.m.           **Networking Breakfast**

8:30 – 8:45 a.m.           **Welcome and Overview**

R. Lamont (Monty) MacNeil, D.D.S., Cert. Perio., M.Dent.Sc., Chair of the ADEA Board of Directors

Denice Stewart, D.D.S., M.H.S.A., ADEA Chief Policy Officer

Sonya G. Smith, Ed.D., J.D., ADEA Senior Vice President for Access, Diversity and Inclusion

Welcome and workshop logistics.

8:45 – 9:45 a.m.           **Trends and Related Topics: The Development of the ADEA Faculty Diversity Toolkit**

Facilitator

Sonya G. Smith, Ed.D., J.D., ADEA Senior Vice President for Access, Diversity and Inclusion

Discussion Leaders

Denice Stewart, D.D.S., M.H.S.A., ADEA Chief Policy Officer

Dennis A. Mitchell, D.D.S., M.P.H., Professor and Vice Provost for Faculty Diversity and Inclusion, Columbia University; Co-chair, ADEA Diversity and Inclusion Advisory Committee

Ana López-Fuentes, D.M.D., M.P.H., Professor, University of Puerto Rico School of Dental Medicine; Co-Chair, ADEA Diversity and Inclusion Advisory Committee

This session provides an overview of the development of the ADEA Faculty Diversity Toolkit, which is being created with volunteer assistance from diversity officers, faculty and staff at ADEA member dental schools and programs. Session leaders will highlight faculty diversity trends and specific toolkit topics related to the recruitment and retention of underrepresented and marginalized faculty and associated barriers and best practices to engage participants in a discussion of experiences, policy and related implementation strategies.

9:45 – 10:00 a.m.       **Break**

10:00 – 11:15 a.m.

**Gender-based Misconduct and Professionalism in Dentistry: Using a Case Study to Explore the Role of Restorative Justice**

Speaker

Mary McNally, M.Sc., D.D.S., M.A., Professor, Assistant Dean, Research Dentistry, Dalhousie University Faculty of Dentistry; 2016 ADEA Enid Neidle Scholar in Residence

Professionalism standards within dental education are well understood within the clinical practice context, yet the relevance of behaviors occurring outside the clinic and classroom is much less clear. This session identifies gender-based misconduct as one such behavior and draws on a highly publicized social media incident involving dental students to explore key questions relevant to dental educators and administrators: How is gender-based misconduct characterized and addressed within dental schools and their broader university settings? What is the role of restorative justice in addressing gender-based misconduct in a professional school environment? How can faculties use a restorative approach to meet responsibilities to students, the academy, the profession and the public at large?

Learning Objectives

This session will enable participants to:

- Reflect on whether and how gender/sexually based misconduct should or could be addressed as a “professionalism” issue within dental academic standards.
- Gain an understanding of tensions and trends in university policy, academic and professionalism standards when addressing gender/sexually-based misconduct.
- Consider possibilities for a “restorative approach” to professional responsibility and discipline

11:15 a.m. – noon

**Key Considerations for the Advancement of Women in Academic Dentistry**

Speakers

Nancy Spector, M.D., Professor of Pediatrics, Associate Dean for Faculty Development, Executive Director of the Hedwig van Amerigen Executive Leadership in Academic Medicine (ELAM) program, Drexel University College of Medicine

Sara Gordon, D.D.S., M.S., Professor, Oral Medicine and Associate Dean for Academic Affairs, University of Washington School of Dentistry

Rena D’Souza, D.D.S., M.S., Ph.D., Professor and Associate Vice Provost for Research, University of Utah School of Dentistry

This session will offer some inspirational thoughts about how to enhance professional development of women in academic dentistry at your institution. The facilitators will emphasize the importance of professional development and strategic career planning, describe the concept of mentee-driven mentoring, address the

current state of gender disparities in academic medicine and dentistry, and underscore the importance of acquiring leadership skills and networking experience. Best practices to ensure the advancement of women will be shared.

Noon – 1:00 p.m.

**Lunch**

1:00 – 2:15 p.m.

**Strategies for Building an Inclusive Climate to Support URM, Women, Indigenous, and LGBTQ Faculty**

Facilitator

Angelo Lee, M.Ed.  
ADEA Director of Program Services

Discussion Leaders

Cherae M. Farmer-Dixon, D.D.S., M.S.P.H., FACD, Dean and Professor, Meharry Medical College School of Dentistry

Rosa Chaviano-Moran, D.M.D., Associate Dean for Admissions and Assistant Professor – Didactic and Clinical Faculty, Rutgers, The State University of New Jersey, School of Dental Medicine

Ernest Lam, D.M.D., M.Sc., Ph.D., Professor and Associate Dean for Graduate Education, University of Toronto Faculty of Dentistry

Todd Ester, D.D.S., M.S., Assistant Dean for Diversity, Equity and Inclusion and Clinical Assistant Professor, University of Michigan School of Dentistry

Amy Coplen, RDH, M.S., Associate Professor and Associate Dean of Interprofessional Education, Pacific University Oregon

The moderator and discussion leaders will provide brief introductory remarks on challenges and strategies for building a climate supportive of diverse faculty in dental education. The focus will be perspectives and strategies to foster a departmental, college-level or institutional climate that is supportive of underrepresented minorities, Indigenous, women and LGBTQ faculty. The discussion will also include best practices for supporting faculty serving at predominantly African American and Hispanic dental schools. Following the introductory remarks, the discussion leaders will engage workshop participants as they share perspectives, strategies and best practices for building an inclusive environment that supports the recruitment and retention of underrepresented and marginalized faculty.

2:15 – 2:30 p.m.

**Break**

2:30 – 3:55 p.m.      **How to get it Done—Small Group Activity: Translating Strategies to Support Diverse Faculty at Your Dental School or Program**

**Small Group Discussion—Tasks 1 and 2, below**

1. Identify the top five challenges for recruiting underrepresented and marginalized faculty at your institution.
2. Identify the top five challenges for retaining underrepresented and marginalized faculty at your institution.

**Report Out and Discussion**

**Poll Everywhere Voting—Instructions in handouts**

**Small Group Discussion—Task 3, below**

3. Discuss one or two current or potential strategies/programs identified in the discussion that you plan to or have implemented at your institution to improve the recruiting/retention of underrepresented and marginalized faculty and the effectiveness of these strategies/programs.
  - What steps did you undertake or will you need to take to implement the program(s)?
  - What barriers or challenges did you or will you encounter as part of implementation?
  - How did you or will you overcome these challenges and barriers?

**Report Out and Discussion**

3:55 – 4:00 p.m.      **Wrap-up**

Sonya G. Smith, Ed.D., J.D., ADEA Senior Vice President for Access, Diversity and Inclusion

4:00 p.m.      **Adjourn**

4:00 – 5:00 p.m.      **Reception**

5:15 p.m.      **Depart for Dental School Tour**

5:30 p.m.      **Dental School Tour**

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