



2019 ADEA Fall Meetings  
October 24–25, 2019  
Doubletree by Hilton Hotel Portland  
Portland, Oregon

ADEA Council of Faculties (ADEA COF)  
Preliminary Agenda

**Wednesday, October 23**

8:00 a.m. – 4:00 p.m.      **2019 ADEA Diversity Workshop**  
(Attendance is optional. [Separate meeting registration](#) is required.)

The ADEA Diversity Workshop provides dental school administrators, faculty and staff with tools and strategies to promote and understand the roles that access, diversity, inclusion, equity and well-being play in promoting a humanistic environment within dental education. This one-day networking and learning symposium will help participants understand the scope of the diversity-related CODA standards and assist them with developing mission-driven diversity initiatives for their institutions. The small group workshop format affords the opportunity to engage in quality discussions, participate in collaborative planning activities and exchange ideas with other participants and presenters.

5:30 – 7:30 p.m.      **Dental School Tour: Oregon Health & Science University School of Dentistry**  
(Attendance is optional. Registration is required.)

Tour the Oregon Health & Science University School of Dentistry and learn about its programs, plans and impact on educating the next generation of dental professionals.

**Thursday, October 24**

7:00 – 8:00 a.m.      **Joint Networking Breakfast**

9:00 – 10:00 a.m.      **ADEA weTeach® Advisory Group Meeting**

Facilitators  
Michelle Wheater, Ph.D.  
ADEA weTeach® Associate Editor

Advisory Group Members

10:00 – 10:15 a.m.      **Joint Networking Break**

10:15 – 11:30 a.m.      **ADEA Council of Faculties Administrative Board Meeting**  
(For Administrative Board Members only)

11:30 a.m. – noon      **ADEA Council of Faculties New Member Orientation**

Presenter  
Cameron Jeter, Ph.D.  
ADEA COF Member-at-Large

12:15 – 1:45 p.m.      **Joint Welcome Lunch and Presentation on the Integrated National Dental Board Examination**

Presenter  
David M. Waldschmidt, Ph.D.  
Director of Testing Services, American Dental Association

The Integrated National Board Dental Examination (INBDE) will officially be ready for administration on Aug. 1, 2020. There is great interest within the dental education community about the characteristics of the examination. To help programs prepare for the arrival of this exciting new licensure examination, Dr. Waldschmidt will provide the latest information about the following:

- Content areas to be assessed and the procedures for developing test questions.
- Test administration information (including retesting) and how irregularities will be handled.
- Scoring and results reporting.
- Implementation considerations and timeframes.

Learning Objectives

- Describe the INDBE's latest developments and its implementation.
- Summarize the main points about what students and faculty can expect from the INBDE.
- Outline how dental education programs can prepare their dental school classes for the transition to the INDBE.

CE Credits: 1.0

2:00 – 3:45 p.m.      **A Deeper Dive Into Diversity: Challenges, Opportunities and Our Responsibilities**

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

As the students, staff and faculty in dental schools across the United States become more diverse in race/ethnicity, gender identity, sexual orientation,

religion, generations and abilities, it is critical to discuss the opportunities and challenges of working with people who may be different from us. Beyond this, we must engage in meaningful dialogue of what diversity means and the importance of creating an inclusive environment where people from backgrounds under-represented in dentistry can thrive. We will explore how conscious and unconscious biases can lead us to be party to microaggressions. We will also talk about the bystander effect, stereotype threat and how they impact the learning and working environments.

#### Learning Objectives

- Define diversity, equity and inclusion.
- Explain how microaggressions, rooted in conscious and unconscious biases, impact the environment and performance of students, staff and faculty.
- Discuss the importance of intervening when witnessing discrimination in the learning or working environments.

CE Credits: 1.75

3:45 – 4:00 p.m.

#### **Joint Networking Break**

4:00 – 5:30 p.m.

#### **Joint Opening Plenary Session: Creating Connection and Collaboration With No Fail Trust™**

##### Presenter

Lt. Col. Jason O. Harris  
Chief Strategist, High Flight Solutions, LLC

Join Lt. Col. Harris for an inspiring keynote presentation and leadership workshop. He will share his experiences as a senior military officer and pilot in the United States Air Force and how his empowered approach to leadership fostered trust by way of connection, collaboration, commitment and community. You will be inspired and equipped with tactics, techniques and practical tools to help you weather the daily turbulence of life. If you are ready to cultivate high-flying levels of trust and commitment in your organization, you don't want to miss this one!

#### Learning Objectives

- Describe the seven skill sets required to cultivate a culture of commitment and No Fail Trust™.
- Examine the value of "psychological safety" and its relation to a decrease in turnover and increase in productivity.
- Explain the essence of No Fail Trust™ and the importance of Trusting the Training, Trusting the Process and Trusting the People.

CE Credits: 1.5

5:30 – 6:30 p.m.

#### **Joint Networking Reception**

**Friday, October 25**

7:45 – 8:45 a.m.

**Joint Networking Breakfast**

9:00 a.m. – noon

**All Hands On Deck: Gender Equity in Academia**

Presenters

Cameron Jeter, Ph.D.

Associate Professor

University of Texas School of Dentistry at Houston

Sophia Saeed, D.M.D.

Professor in Residence and Chair

University of Nevada, Las Vegas, School of Dental Medicine

Burke Soffe, D.M.D.

Associate Professor

Roseman University of Health Sciences College of Dental Medicine – South Jordan, Utah

With dental education facing a faculty and leadership shortage, we must recruit and retain the expertise of faculty of both genders. We graduate men and women in near equal proportion, yet the number of women in dental education lags behind men, particularly in the leadership ranks. What can you do to help? As a woman, how do you speak up without appearing pushy? As a man, should you always wonder if your words and actions are perceived as microaggressions toward women? In this session, led by men and women faculty members, you will be equipped with strategies to promote the pathway of women leaders.

Learning Objectives

- Explain how we all benefit from gender equity.
- Describe external and self-imposed barriers women encounter.
- Advocate effectively for women, whether you are a man or woman.

CE Credits: 3.0

10:15 – 10:30 a.m.

**Joint Networking Break**

Noon – 1:00 p.m.

**Joint Networking Lunch**

1:00 – 3:30 p.m.

**ADEA Council of Faculties Business Meeting**

Facilitator

Sophia Saeed, D.M.D.

ADEA COF Chair

2:30 – 2:45 p.m.

**Joint Networking Break**

3:30 p.m.      **Adjourn**

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