

2024 ADEA Mid-career Allied Dental Faculty Workshop  
May 31, 2024  
ADEA Headquarters  
Washington, DC

**Pathways for Mid-career Expansion**  
*Refocus, Recharge and Rebrand Yourself*  
**Agenda**

The mid-career period is an exciting time to refocus, recharge and rebrand yourself while collaborating, taking risks and moving up in your career. Yet, without the right professional development offerings and support network, mid-career malaise and burnout can easily set in. The 2024 ADEA Mid-career Allied Dental Faculty Workshop is designed to help you rebrand yourself, rebuild your mid-career toolbox, maintain your momentum and chart your path forward, providing a unique, first-of-its-kind professional development offering to support allied dental faculty at this stage. The one-day workshop—taking place on Friday, May 31 in Washington, DC—is designed to help mid-career allied dental faculty discover new possibilities and build skills in collaboration. Participants will prepare new goals for potential advancement into senior positions, increased leadership roles and further promotion at their schools. They will also acquire an instant network of colleagues and resources to support their move into the next phase of their academic careers in research, leadership, administration, advocacy and/or promotion. Workshop participants will also discuss ways to foster diversity among junior faculty and students. Allied dental faculty members with 7-10 years of full-time experience in academia who are ready to take charge of the next-stage of their careers are encouraged to join us at this inaugural workshop.

### Learning Objectives

Upon completion of this program, the participant will be able to:

- Identify internal and external resources that can be used to develop mid-career faculty.
- Identify ways to prepare mid-career faculty for future leadership positions.
- Engage in goal-setting exercises to outline next steps to achieving career advancement.
- Foster a mid-career community of scholars for support.
- Discuss the importance of serving as a mentor.
- Analyze various technological tools and AI to further develop teaching and learning.
- Develop additional skills in grant writing and IRB preparation.
- Prepare a new research trajectory.
- Describe various methods for increasing diversity in both faculty and staff.

**Friday, May 31**

7:30 – 8:30 a.m.

**Badge Pickup and Networking Breakfast**

8:30 – 8:45 a.m.

**Welcome and Introductions**

Presenters

Rebecca Stolberg, RDH, M.S.D.H.

ADEA Vice President, Allied Dental Education and Faculty Development

Karen West, D.M.D., M.P.H.

ADEA President and CEO

Susan Kass, RDH, Ed.D.

Chair of the ADEA Board of Directors

8:45 – 9:45 a.m.

**What Are the Possibilities for My Career Now?**

Danielle Rulli, RDH, D.H.Sc.

Director, Graduate Dental Hygiene Program

Director of Interprofessional Education

University of Michigan School of Dentistry

There is much evidence suggesting that at years 7-10, faculty often don't know what possibilities now exist for them professionally. Traditionally, mid-career in academia has been described as a time that can result in either career maintenance, stagnation or growth. The literature shows that faculty in this mid-career period are frequently dissatisfied with their career, and that this period is particularly challenging for women in academia. However, mid-career can be an exciting time of reflection, reassessment, planning and, if necessary, rebranding oneself. In this session, we will explore how to get out of the mid-career rut and examine some potential pathways to reinvigorate a career.

Learning Objectives

Upon completion of this session, participants will be able to:

- Examine ways to assess their own current career and future goals.
- Reflect on past experiences and successes for future career planning.
- Discuss a variety of potential pathways for future career goals.

CE Credits: 1.0

9:45 – 10:00 a.m.

**Break**

10:00 – 11:00 a.m.

### **Preparation for Leadership Positions**

Danielle Rulli, RDH, D.H.Sc.  
Director, Graduate Dental Hygiene Program  
Director of Interprofessional Education  
University of Michigan School of Dentistry

Mid-career faculty are particularly poised to assume leadership roles and responsibilities, and to be leaders on their respective campuses with the appropriate development and resources. Frequently, assumption of these leadership roles comes with their own challenges, including lack of preparation and mentoring. This session will focus on self-advocacy and leadership development resources for mid-career faculty seeking leadership roles.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Identify the main challenges to assuming leadership roles experienced by mid-career faculty.
- Examine their own institutional culture for leadership advancement.
- Discuss the role of mentorship and coaching in pursuing leadership.
- Create a plan to assess and pursue appropriate leadership development opportunities for one's career pathway.

CE Credits: 1.0

11:00 a.m. – noon

### **Charting Your Course: Setting New Goals Relevant to Program and College Strategic Plan**

Deanna Stentiford, RDH, Ed.S.  
Dean  
St. Petersburg College Health Sciences

The landscape of today's educational system continues to rapidly evolve. It is critical to set well-defined professional goals that align with the mission and vision of your college and the health care community. How do you view your future? How do you navigate the waters to reach those goals? How do you align yourself with the vision of your college and your profession? This presentation will delve into the dynamic process of setting goals that intricately align with the strategic plan of your program and the greater college plan. We will explore the goal setting process to help you develop your professional career with the ever-changing college environment.

Learning Objectives

Upon completion of this session, participants will be able to:

- Identify how to leverage skills and knowledge of colleagues to help you reach your goals.
- Describe goal setting processes and how to prioritize your goals with the goals of your institution.
- Identify barriers and accelerators that inhibit you from aligning your goals with your program and college goals.

CE Credits: 1.0

Noon – 1:00 p.m.

**Networking Lunch**

1:00 – 2:00 p.m.

**Determining a New Research or Scholarship Trajectory**

Linda Boyd, RDH, RD, Ed.D.  
Professor & Associate Dean of Graduate Studies  
Massachusetts College of Pharmacy and Health Sciences

This session will lay the groundwork for identifying topics of personal and professional interest to redefine and re-energize your research or scholarship agenda.

Learning Objectives

Upon completion of this session, participants will be able to:

- Generate topics of interest for research or scholarship.
- Identify resources to investigate ideas for research/scholarship to fill gaps in existing knowledge and practice with a focus on short, medium, and long-range goals.
- Formulate research/scholarship questions consistent with the institutional or organizational mission and/or strategic plan.

CE Credits: 1.0

2:00 – 3:00 p.m.

**Grant Writing and IRB Submission**

Linda Boyd, RDH, RD, Ed.D.  
Professor & Associate Dean of Graduate Studies  
Massachusetts College of Pharmacy and Health Sciences

This session will provide insights into grant writing and strategies to identify funding opportunities. In addition, the participant will develop an understanding of the value of networking with a focus on interprofessional collaboration for success. Tips for navigating the institutional review board submission process for approval will also be addressed.

Learning Objectives

Upon completion of this session, participants will be able to:

- Identify sources for grant opportunities and describe the importance of networking and collaboration.
- Critically evaluate funding opportunities and follow instructions to craft a compelling grant proposal aligned with the proposal guidelines.
- Explain some common pitfalls in IRB submissions and strategies to improve likelihood of approval.

CE Credits: 1.0

3:00 – 3:15 p.m.

**Break**

3:15 – 4:15 p.m.

**Artificial Intelligence (AI) Impact on Your Future**

Rebecca Stolberg, RDH, M.S.

ADEA Vice President, Allied Dental Education and Faculty Development

Whether you have just heard the term, have read about it or are using it in your teaching, AI is making a huge impact on how and what we do in academia. This session will focus on an overview of the current landscape of AI in academia from the perspective of faculty, students and staff. Future trends and the need for careful consideration of ethics and liability will be discussed.

Learning Objectives

Upon completion of this session, participants will be able to:

- Discuss various aspects of AI use in academia.
- Compare and contrast benefits and risks of the use of AI.
- Describe the process of predictive learning.

CE Credits: 1.0

4:15 – 5:00 p.m.

**You Are Now the Mentor**

Joanne Pacheco, RDH, M.A.O.B.

Program Director  
Fresno City College

The demands on allied dental educators continue to diversify and expand. Due to continued change, the importance and value of mentoring has been acknowledged by professionals. Mentoring in the academic setting can play a key role in supporting both the mentor's and mentee's professional growth. The mentor/mentee relationship creates a sense of belonging, clarity in setting achievable goals, monitors progress and provides feedback through

self-reflection. Learn how you can help your students, faculty and institution by developing a mentoring program of your own.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Explore the benefits of a mentor/mentee relationship.
- Explain the core values of mentoring.
- Develop a mentoring program.

CE Credits: 0.75

5:00 p.m.

#### Wrap-Up and Closing

NOTE: Immediately following the program, participants will receive an online program evaluation. This feedback will help planning staff continue to improve the program. Your participation is greatly appreciated.

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