

2020 ANNUAL REPORT

ADEA

THE VOICE OF
DENTAL EDUCATION

MESSAGE FROM THE PRESIDENT AND CEO

Last year, my first full year as ADEA's President and CEO, certainly didn't play out as I had expected. Early in the year, I was working with the ADEA staff to prepare for our 2020 ADEA Annual Session & Exhibition. Just a couple of weeks before the event, we had to cancel it because of the declaration of a national emergency as the COVID-19 pandemic hit our country.

Since then, it's been a nonstop exercise in thinking with a fresh perspective, learning new skills, collaborating, innovating and improvising—all with an overriding goal of meeting the needs of our community during a time of considerable stress and uncertainty.

I believe we've done that at ADEA. In 2020, we embraced new technologies to deliver creative and engaging virtual events, we strengthened our sense of community through a series of Town Hall meetings and online forums, we advocated for federal resources for and recognition of the dental education community and oral health professionals, we worked with FEMA and Henry Schein Inc. to procure and distribute more than 3 million KN95 masks to dental schools and programs, and we published guides and other resources to help our members thrive in their careers.

That's just a taste of our many accomplishments in 2020 and more details can be found in the pages of this report. Most importantly, no recap of the year would be complete without a note of thanks to the dental education community we serve. Simply put, you've been an inspiration, and your dedication and passion inspire us to reach ever higher. Thank you. I hope our commitment to you comes through in



Karen P. West, D.M.D., M.P.H.
ADEA President and CEO

this Annual Report, and I look forward to celebrating new successes in the years ahead.



Leadership—Provide leadership on issues impacting dental education and the health of the public.

JASON LEE BECOMES ADEA CHIEF OF STAFF, SEAN LOUGHLIN JOINS AS CHIEF COMMUNICATIONS AND MARKETING OFFICER

In 2020, Jason Lee, J.D., became ADEA Chief of Staff, and Sean Loughlin joined ADEA as the new Chief Communications and Marketing Officer.

Prior to coming to ADEA, Mr. Lee held the position of Chief Advocacy & Strategy Officer and General Counsel for the Association of Fundraising Professionals. From 2016 to 2017, he served as Interim President and CEO for the Association. In his position as ADEA Chief of Staff, Mr. Lee works closely with all of the ADEA Chiefs and their respective staff teams. He also reports to Karen P. West, D.M.D., M.P.H., ADEA President and CEO.

Before becoming ADEA's new Chief Communications and Marketing Officer, Mr. Loughlin was Vice President of Communications and Marketing of the Association for the Advancement of Medical Instrumentation where he led communications, marketing and production teams and developed and implemented integrated, long-term communications and marketing strategies. At ADEA, he now leads the Division of Communications and Membership.

DR. MARSHA A. PYLE SELECTED AS NEW ADEA SENIOR SCHOLAR IN RESIDENCE

Marsha A. Pyle, D.D.S., M.Ed., a longtime leader in academic dentistry, was named as the next ADEA Senior Scholar in Residence, succeeding former ADEA Senior

Scholar in Residence Leo E. Rouse, D.D.S., FACD. As ADEA Senior Scholar in Residence, Dr. Pyle will provide her scientific expertise and analytic and relationship-building experience and skills to ADEA, contributing to the leadership of ADEA President and CEO Karen P. West, D.M.D., M.P.H.

Dr. Pyle will work directly with Dr. West in targeted areas of programming, especially in academic areas that represent changing knowledge, attitudes, beliefs and skills across the health professions. Additionally, Dr. Pyle will work with ADEA's corporate supporters to identify and embrace their nonmonetary contributions and oversee their engagement with ADEA. Finally, she will work with the ADEA Chief of Staff and all other Chiefs to establish a collaborative and inclusive environment for the ADEA staff. In particular, the Senior Scholar in Residence works hand-in-hand with the Office of Access, Diversity and Inclusion on topics related to human justice, bias and climate.

ADEA AGR ADVOCATES FOR COVID-19 RELIEF AND SUPPORT FOR DENTAL PROFESSIONALS, DENTAL SCHOOLS AND ALLIED DENTAL INSTITUTIONS

ADEA's Office of Advocacy and Government Relations lobbied the federal government for more assistance for dental professions during the COVID-19 pandemic:

- On March 26, 2020, ADEA sent [letters](#) to House Speaker Nancy Pelosi, Senate Majority Leader Mitch McConnell and Treasury Secretary [Steven Mnuchin](#) seeking assistance. The Congress passed, and the President signed, the "Coronavirus Aid, Relief, and Economic Security (CARES) Act" that created the Provider Relief Fund to "reimburse, through grants and other mechanisms, eligible health care providers for health care related expenses or lost revenues that are attributable to coronavirus."
- On April 17, 2020, ADEA joined the American Dental Association (ADA) and dental specialties in a joint [letter](#) of the Organized Dentistry Coalition urging the Department of Health and Human Services to include practicing dentists in the Provider Relief Fund eligibility for lost revenue reimbursement.

- On April 30, 2020, ADEA joined the American Dental Hygienists' Association in a joint [letter](#) noting the need for reimbursement for hygiene program clinical revenue losses from the Provider Relief Fund.
- On May 1, 2020, ADEA joined the Partnership for Medicaid [letter](#) seeking fund reimbursement for Medicaid providers.
- On [May 13](#), 2020, ADEA wrote to Speaker of the House U.S. Rep. Nancy Pelosi and House Committee on Energy and Commerce Chair U.S. Rep. Frank Pallone requesting that dental education programs be eligible for grants through Title VI of the HEROES Act.

Other COVID Issues:

- May 18—Joint [letter](#) with ADA and American Association of Dental Research in support of funding COVID-19 research
- May 28—Joint [letter](#) with the American Council on Education regarding liability protection shields
- June 1—ADEA [letter](#) to Sen. Lamar Alexander regarding reopening guidelines
- Aug. 5—Joint [letter](#) regarding COVID-19 Loan Programs
- Aug. 5—Joint [letter](#) Regarding Institutional Aid
- Sept. 4—ADEA [comments](#) on Equitable Distribution of Vaccines
- Sept. 22—Joint [letter](#) regarding authorization of dental professionals to administer vaccine
- Sept. 25—Joint [letter](#) in Support of Supplemental COVID-19 Relief
- Nov. 6—ADEA [letter](#) regarding inclusion of dental professionals and students in national vaccination strategy
- Nov. 20—ADEA [letter](#) to Advisory Committee on Immunization Practices
- Nov. 20—Joint [letter](#) in support of Borrower Relief extension
- Nov. 30—Sign-on [letter](#) regarding Voices of the Pandemic

ADEA JOINS THE NATIONAL ACADEMY OF MEDICINE OPIOID COLLABORATIVE IN ADDRESSING THE OPIOID EPIDEMIC DURING COVID-19

ADEA is a member organization of the National Academy of Medicine Opioid Collaborative and is represented by Omar Escontrías, Dr.P.H., M.P.H., ADEA Senior Director of Policy Research, who serves on the Health Professional Education and

Training Working Group. This committee is working toward a coordinated, interprofessional, patient- and family-centered approach for the continuum of health professional education that addresses acute and chronic pain management and substance use. Denice Stewart, D.D.S., M.H.S.A., ADEA Chief Policy Officer, was ADEA's representative in the collaborative during most of 2020.

In May 2020, the Collaborative held a public symposium. During this virtual symposium, Action Collaborative members and invited expert speakers addressed the highest-priority elements of the nation's response to the opioid epidemic, particularly in the context of the COVID-19 pandemic. Over the course of the day, participants learned about the most promising opportunities to achieve a health system that is better prepared to prevent, treat and manage substance use disorders. On the following day, the four working groups convened for updates on completed work and discussion of next steps.

ADEA LAUNCHES INTERACTIVE INFOGRAPHIC AND RESOURCE LIST ON COMMUNITY WATER FLUORIDATION

The year 2020 marked the 75th anniversary of a significant public health success story—community water fluoridation. To celebrate this event, ADEA released an interactive infographic with talking points, statistics and impacts on oral health. ADEA strongly supports optimal fluoridation of community water. Dental education plays a critical role in raising awareness of water fluoridation, discussing water fluoridation with dental school- and program-based clinic patients and ensuring graduates are competent in promoting its benefits among dental school-based clinics.

To learn more about community water fluoridation, ADEA has compiled a list of resources that are accessible [here](#).

ADEA TRENDS IN DENTAL EDUCATION PUBLICATION RELEASED

At the end of 2020, ADEA released its inaugural *ADEA Trends in Dental Education* publication. This publication is a fresh take on the previous *ADEA Snapshot of Dental Education* reports. With an emphasis on showcasing trends, which provide

more context than a snapshot of any given year, and the use of new graphics, this publication should prove valuable to the academic dental community



Inclusive Environment

Inclusive Environment—Develop and sustain an inclusive environment in which faculty, students and administrators work together to create the future of dental education in an increasingly diverse and interconnected world.

ADEA RELEASES ADEA FACULTY DIVERSITY TOOLKIT AND FACILITATOR'S GUIDE

ADEA published the [*ADEA Faculty Diversity Toolkit \(ADEA FDT\)*](#), which provides an overview of best practices, strategies and model programs that postsecondary institutions have used to improve the recruitment and retention of historically underrepresented and marginalized faculty. Dedicated to esteemed dental education colleagues Dr. Jeanne Sinkford and Dr. Leo Rouse, the *ADEA FDT* assists dental schools and allied dental education programs in evaluating and designing programs to improve their faculty diversity recruitment and retention efforts. It is the product of extensive collaboration between ADEA members and staff.

With an online presence and a print edition, the *ADEA FDT* is a seminal resource for diverse faculty recruitment and retention and a monumental step for dental education and the profession as a whole. It aspires to not only help ADEA members and member institutions create and maintain humanistic and inclusive environments on their campuses, but also to serve as a model for other health professions.

The accompanying [*ADEA FDT Facilitator's Guide \(Facilitator's Guide\)*](#) serves as a comprehensive, easy-to-use manual to assist dental schools and allied dental education programs in assessing and reviewing their policies and practices to recruit and retain diverse faculty. It also includes a template and information to

help dental schools and allied dental programs develop faculty recruitment and retention plans specific to their campuses.

ADEA SHOWS ITS SUPPORT FOR BLACK LIVES MATTER AND ANTI-RACISM MOVEMENTS

In response to the anti-racism and Black Lives Matter movements, ADEA issued several public statements in solidarity with these movements and in support of affected members, including:

- ADEA President and CEO Statement, “Learning and Growing Together in Rocky Times,”
- ADEA Supported the American Council on Education Letter to President Trump denouncing Executive Order 13950,
- [ADEA Statement on the National Crisis](#),
- ADEA President and CEO Statement, “Be the Change,”
- [ADEA Statement Reaffirming Commitment to Inclusive Excellence](#),
- ADEA Council of Student, Residents and Fellows, the Student National Dental Association and the American Student Dental Association’s joint statement to students, “Standing in Solidarity” and
- [ADEA Statement in Support of Diversity, Equity and Inclusion Workplace Training](#).

ADEA LEADERSHIP INSTITUTE GOES VIRTUAL IN 2020

The ADEA Leadership Institute is designed to develop the most promising individuals at academic institutions to become future leaders in dental and higher education. Phase I took place virtually June 23–26, 2020. Over this four-day segment of the yearlong program, theories of leadership, life-balance, well-being

and resilience were discussed. The cohort of 30 Fellows also participated in negotiation exercises and individual and group coaching activities. Feedback about pivoting to an online format due to COVID-19 was unanimously positive.

ADEA EMERGING LEADERS VIRTUAL SYMPOSIUM

The Fellows of the 2019 ADEA Emerging Leaders program presented the results of their peer group projects in a virtual symposium on April 23, 2020. The presentations, which typically occur during the ADEA Annual Session & Exhibition in March, focused on the work that they have been conducting since the class first met in July 2019 in Washington, DC. This year's program included 42 Fellows from 26 different ADEA member dental schools, dental hygiene education programs, and hospital programs.

The 2020 ADEA Emerging Leaders Program was postponed until April 2021 due to COVID-19. The program is a highly interactive program that provides early-career faculty with guidance, insight and skills needed to continue to build their academic careers.

ADEA INITIATES COLLABORATIVE ON DENTAL EDUCATION CLIMATE ASSESSMENT (CDECA)

In December 2019, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, created the ADEA Collaborative on Dental Education Climate Assessment (CDECA) to explore the feasibility of an ADEA-led climate assessment for all U.S. and Canadian dental schools and allied dental education programs. Through this collaboration, the ADEA Access, Diversity, and Inclusion (ADI) team worked closely with the ADEA Diversity and Inclusion Advisory Committee (DIAC) and six independent researchers from Member Institutions to explore the potential need for a dental education-wide climate assessment. The study included data collected from six surveys and two sets of focus groups between January and August 2020 to provide solid and comprehensive empirical, evidence-based data on past activities related to climate

studies, a future ADEA-led joint climate study and the effects of how the current COVID-19 crisis and especially the Black Lives Matter movement impacted the cultural climate for all members of our communities and climate related activities.

Based on the recommendations of the 2020 ADEA CDECA Climate Study Report, ADEA issued a request for proposals in December 2020 to hire an external climate survey consultant group to administer and analyze a dental education-wide climate assessment in 2021 and ensure there are representatives from the ADEA Office of Access, Diversity and Inclusion, ADEA CDECA, ADEA DIAC and the ADEA Office of Policy and Education Research to work with the consultant group to conduct the survey and develop plans for dissemination.

In addition, ADEA CDECA is also working on articles and presentations from data gathered from the climate assessment feasibility study's surveys and focus groups.

ADEA DIVERSITY AND INCLUSION WORKSHOP: TAPESTRY TABLE I

On Oct. 28, 2020, ADEA held the *Diversity and Inclusion Workshop: ADEA Tapestry Table* with special guest Dominique Jackson, star of the television series, *POSE*. Pre-webinar attendance was extremely strong, with more than 500 registrants.

ADEA OFFERS FALL MEETINGS DIVERSITY PLENARY SESSION

The Fall Meetings plenary session, *The Impact of Intersectionality and Social Justice on Health Equity*, occurred on Oct. 29, 2020. The successful plenary session was viewed by ADEA Fall Meetings attendees and is now online for ADEA members to view for Continuing Education credits. The presentation covered the impact of intersectionality and social justice on health equity within our nation. The presenters also discussed different barriers and opportunities for improving health equity for our most vulnerable populations. The guest speakers reviewed how

other health professions educators address intersectionality and social justice as part of health equity.

ADEA WELCOMES THE 2020 ENID A. NEIDLE SCHOLAR-IN-RESIDENCE

In March 2020, Deepthy Nair, B.D.S., M.S., Clinical Assistant Professor in the Division of Clinical Dentistry and Oral and Maxillofacial Surgery Service at the University of Detroit Mercy School of Dentistry, was selected as the 2020 ADEA Enid A. Neidle Scholar in Residence. Dr. Nair's research project focuses on career development for junior women faculty in dental schools of North America. It examines a cross-country study of the efficacy of available resources and faculty development initiatives. She will present her research during the February 2021 ADEA Women Liaison Business Meeting at the all-virtual 2021 ADEA Annual Session & Exhibition.

ADEA PRESENTS AT NATIONAL DENTAL ASSOCIATION ANNUAL CONVENTION

On July 9, 2020, ADEA President and CEO Karen P. West, D.M.D., M.P.H., ADEA Chief Diversity Officer Sonya Smith, Ed.D., J.D., and ADEA Director of Inclusive Programs and Services Kelli Johnson, J.D., gave a presentation on *The Impact of COVID-19 and Black Lives Matter on Dental Education* for the National Dental Association's Annual Convention: National Dental Association Minority Faculty and Administrators Virtual Forum.

ADEA COMMISSIONS HURE STUDENT REPORT UPDATE

As part of ADEA's commitment to diversity and inclusion within dental education and the dental workforce, ADEA President and CEO Karen P. West, D.M.D., M.P.H., has commissioned a report on the pathways, challenges and opportunities to increase the recruitment, retention and graduation of historically underrepresented racial/ethnic (HURE) students at U.S. dental schools. Additionally, the report will examine best practices and model programs aimed at increasing HURE students, particularly men of color, in dental education. The ADEA Office of Access, Diversity and Inclusion is also partnering with the ADEA Office of Policy and Education Research to complete a policy brief on historically underrepresented men of color at U.S. dental schools.

ADEA DIVERSITY, EQUITY AND INCLUSION STAFF ADVISORY COMMITTEE

In an effort to develop and foster a more welcoming, diverse and inclusive environment for ADEA staff, ADEA President and CEO Karen P. West, D.M.D., M.P.H., created the ADEA Diversity, Equity and Inclusion Staff Advisory Committee in September 2020. Angelo Lee, M.Ed., ADEA Senior Director of Access, Diversity and Inclusion and Audra Franks Johnson, M.T.A., CMP, CAE, ADEA Senior Director for Meetings, Conferences and Educational Technology, were identified to serve as the inaugural co-chairs of this staff-wide committee.

HEALTH EQUITY PRESENTATIONS BY THE ADEA OFFICE OF ACCESS, DIVERSITY AND INCLUSION

- West, K., Smith, S.G., & Gray, T. Intersectionality, Health Equity, and Social Justice. University of Louisville Dental School. Oct. 5, 2020.

- Smith, S.G., Jackson, D., Perez, H., Walker, D., Bruett, C. Supporting LGBTQIA+ Health Equity. 2020 ADEA Diversity and Inclusion Workshop—Tapestry Table 1. Oct. 28, 2020.
- Smith, S.G., Gray, T., DeWitty, V. P., & Greenhill, L. The Impact of Intersectionality and Social Justice on Health Equity. ADEA Fall Meetings Plenary. Oct. 29, 2020.

ADEA CHECKLIST TO PROMOTE DIVERSITY, EQUITY AND INCLUSION

The ADEA Access, Diversity and Inclusion team worked with the ADEA Diversity and Inclusion Advisory Committee and the ADEA Collaborative on Dental Education Climate Assessment create a [checklist](#) to advance dental education diversity strategic efforts. This checklist assists ADEA dental schools and allied dental programs with evaluating and developing strategies to improve campus diversity, equity and inclusion. The checklist was developed using best practices from the literature on diversity/inclusion and draws on model diversity programs used to promote inclusive excellence in higher education and health professions education.

A purple rectangular graphic with a sunburst pattern of light rays emanating from the center. On the left side, there is a white icon of three stylized human figures. To the right of the icon, the text "Assist Member Institutions" is written in a white, sans-serif font.

Assist Member Institutions

Assist Member Institutions—Assist member institutions with successfully navigating the rapidly changing environment for dental and health professions education.

ADEA OFFERS FINANCIAL RELIEF FOR MEMBERS

In the summer of 2020, ADEA enacted a two-year reduction in membership dues, part of its ongoing commitment to support the academic dental community during the COVID-19 pandemic.

ADEA FEMA 2020 PROJECT PROVIDES PPE TO U.S. DENTAL SCHOOLS AND ALLIED DENTAL PROGRAMS

In the summer and fall of 2020, ADEA joined forces with the Federal Emergency Management Agency and Henry Schein, Inc., to procure and deliver more than 3 million KN95 masks to U.S. dental schools, dental hygiene and dental assisting programs, and laboratory technology and dental therapy programs. The initiative proved to be a huge success, allowing more than 300 institutions and programs to continue to deliver safe oral care to their patients. A collaborative public-private-nonprofit effort, the KN95 mask project is a prime example of ADEA's commitment and service to the dental education community.

ADEA APPLICATION SERVICES RESPONDS TO COVID-19

- Three of ADEA’s centralized application services held COVID-19 open forums with the respective communities and Advisory Groups.
- Changes were made in the ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) and ADEA PASS® (ADEA Postdoctoral Application Support Service) applications to include an optional, open-ended question about the impact of COVID-19. The question is being added to ADEA CAAPID® (ADEA Centralized Application for Advanced Placement for International Dentists) for the 2021-22 application cycle.
- All application services offered an allowance to extend application deadlines. A number of schools and programs within all services extended application deadlines by one to two months.
- ADEA AADSAS and ADEA CAAPID held monthly calls with all dental school admissions officers and program directors to address universal changes, challenges, ideas and resolutions.
- The 15-member ADEA AADSAS Advisory Group had biweekly meetings to address current issues in admission policies and processes, and recommended changes as needed. The group developed protocols and best practices for virtual interviewing for both applicants and interviewers.
- ADEA created a [COVID-19 Updates for ADEA AADSAS](#) webpage on the ADEA GoDental® website for dental school applicants and health professions advisors with the latest changes in admissions by dental schools. Dental schools posted updates in the following areas: interview format, coursework exceptions, experience requirements, application fees/waivers and other.
- ADEA AADSAS extended the date for submission of the dental school application from June 2, 2020 to June 16, 2020 and the acceptance notification date from Dec. 1, 2020 to Dec. 15, 2020. This decision was made

in response to the concerns of applicants, health professions advisors and dental school admissions officers as a result of delays in the administration of the Dental Admission Test (DAT) and applicants' ability to obtain official transcripts.

- The ADEA AADSAS Fee Assistance Program, which assists students who demonstrate extreme financial need, saw a 40% increase in applications. As a result of COVID-19, ADEA President and CEO Karen P. West, D.M.D., M.P.H., decided to increase the amount of funds available to the program, which also received financial support from Liaison International.
- ADEA CAAPID added a "Transcript Hardship" process to the application to allow applicants to submit unofficial transcripts. This was established as many schools were closed due to the pandemic and unable to provide official transcripts.

ADEA OFFERS PANDEMIC RESOURCE GUIDE FOR DENTAL EDUCATION

Since early spring, ADEA has been providing and updating a *Pandemic Resource Guide for Dental Education* to assist members in their response to COVID-19. It includes sections on risk and crisis management, academic advisement, financial aid, well-being and resiliency and the Centers for Disease Control and Prevention's COVID-19 prevention measures.

ADEA CONNECT REACHES ONE-YEAR MILESTONE

ADEA's online community, ADEA Connect, has been active for one year and serves as an effective platform for communication among and to members. ADEA Connect has 97 communities, which include 38 ADEA Sections and 13 Special Interest Groups (SIGs), engaging members in robust discussion and collaborative exchange.

The ADEA Connect Community platform has proved to be crucial during the lockdown resulting from the COVID-19 pandemic. It enabled ADEA and the dental education community to share timely information and resources, and it helped members collaborate, learn and communicate with each other during this challenging time.

The value members place on ADEA Connect can be ascertained from the number of subscribers in its various communities. For example, the COVID-19 Response Community, one of the most popular communities created to support our members during this pandemic, has approximately 5,400 members.

TELLING DENTAL EDUCATION'S STORIES

The ADEA Communications team is producing more content to tell the stories of ADEA and its members. We've started a [5 Questions With](#) monthly feature, and are reporting and writing about initiatives in the field, including [this look](#) at how dental schools and allied dental programs have joined the fight against COVID-19. Our efforts are yielding results as we are seeing more pickups of our press releases and mentions of ADEA in various outlets, including an article in *Fortune* magazine.

ADEA OFFERS WEBINAR ON NEXT TITLE IX FEDERAL REGULATIONS

In May 2020, U.S. Secretary of Education Betsy DeVos released new Title IX regulations—the first since 1975. Title IX is a U.S. federal law that states “no person in the United States should be discriminated against on the basis of sex in any educational programs or activities that receive federal funding.” The Department’s new regulations made substantial changes to Title IX enforcement, requiring compliance within a very short timeframe, which has resulted in much contention and debate within higher education.

To help ADEA members better understand and successfully navigate these important changes, the ADEA Office of Access, Diversity and Inclusion and the

Office of Advocacy and Government Relation partnered with ADEA members to present the webinar, *The New Title IX Regulations and the #MeToo Movement in Dental Education*, on June 1. The webinar focused on the potential impact of the new Title IX regulations on dental education and other higher education communities.

ADEA'S JOURNAL OF DENTAL EDUCATION SHOWCASES INNOVATION, BRINGS ONBOARD NEW ASSOCIATION EDITOR

In April 2020, the *Journal of Dental Education (JDE)* began developing a new article type called [Advancing Through Innovation](#). Inspired by the many ways dental educators are quickly adapting to teaching during the COVID-19 pandemic, these articles are short reports (up to 500 words) of effective innovations not tested as research projects, but that display creativity in health professions education. The articles go through an expedited peer review and, once accepted, are published within a few days on the *JDE* website under the “Advancing Through Innovation” tab. As of Dec. 31, *JDE* had received 235 such submissions with 138 of them accepted. Also, in May 2020, ADEA onboarded a new *JDE* Associate Editor, Romesh P. Nalliah, B.D.S., M.H.C.M., Clinical Professor and Associate Dean for Patient Services at the University of Michigan School of Dentistry. Dr. Nalliah’s arrival has been particularly welcome, as in 2020 the journal received about 44% more original submissions than in 2019 (732 in 2020 versus 507 in 2019). The biggest spike in 2020 submissions occurred between April and August during the COVID-19 pandemic—a 116% increase over submissions during the same time period in 2019.

EDUCATIONAL PATHWAYS EXPANDS UTREACH WITH WEBINARS

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- In January 2020, ADEA GoDental, in conjunction with the United States Public Health Service (USPHS), hosted the last webinar in *The Many Faces of Public Health Service*. The final webinar featured two public health dentists who are

currently serving tours with the U.S. Immigration and Customs Enforcement. More than 100 people registered.

- The 2020 ADEA Advanced Dental Ed eForum, promoted as the go-to resource on the admissions process for advanced dental education programs, was held on Feb. 5 with 1,752 registrants and 700 attendees. It featured an ADEA PASS® (ADEA Postdoctoral Application Support Service) and ADEA CAAPID® (ADEA Centralized Application Service for Advanced Placement of International Dentists) booth, an Exhibit Hall and Resident Library.
- The 2020 ADEA GoDental Recruitment Event (#GoDental20), scheduled during the 2020 ADEA Annual Session & Exhibition in National Harbor, MD, was poised to celebrate 10 years of assisting students in connecting with dental schools. In light of the cancellation of the 2020 ADEA Annual Session & Exhibition, ADEA hosted a webinar for #GoDental20 registrants, “From Applicant to Practitioner,” on April 29 that featured three of the four panelists originally scheduled to appear at the in-person event. The webinar also covered “10 Tips on Presenting Your Best ADEA AADSAS Application” as well as the personal stories of two practitioners who reflected on where they were 10 years ago to now. The webinar had 420 registrants and 269 attendees.
- The ADEA Division of Educational Pathways released in January 2021 an 11-part video series, *In Their Own Words*, featuring first-year dental students and current dental school applicants discussing how COVID-19 has affected them starting and/or applying to dental school. The series is hosted on the ADEA GoDental website.

ADEA PUBLISHES NEW POLICY RESEARCH IN THE JOURNAL OF DENTAL EDUCATION

The ADEA Office of Policy and Educational Research published the research article, “Curricular and clinical approaches to addressing the opioid epidemic: Results from the 2019 ADEA opioid dental school survey,” in the [December 2020](#) issue of

the *Journal of Dental Education*. This research demonstrates that dental educators are working to ensure new dental professionals gain the necessary competencies in substance abuse, specifically related to opioids, to prevent and minimize prescription drug misuse.

This ADEA research is an analysis of the results of a semi-structured survey ADEA conducted with all the 66 accredited U.S. dental schools in 2019. Findings include:

- 87% of respondent dental schools had implemented or started curricular changes in response to the opioid epidemic at the time of the survey.
- 93% reported making clinical changes or having started clinical changes.

The *JDE* issue includes a guest editorial, "[Just-in-case opioid prescribing](#)," co-authored by Dr. Paul Moore at the University of Pittsburgh School of Dental Medicine and Dr. Elliott V. Hersh at the University of Pennsylvania School of Dental Medicine.

ADEA EXAMINES THE IMPACT OF THE COVID-19 PANDEMIC ON U.S. DENTAL SCHOOLS

The ADEA Office of Policy and Educational Research conducted a survey between November 2020 and December 2020 to collect data on the impact of the COVID-19 pandemic on U.S. dental schools' operations and finances. The analysis of the aggregate data collected through this survey will be used by the ADEA Office of Advocacy and Government Relations to promote public policy beneficial to dental education and practice in discussions around new COVID-19 legislation.

ADEA RELEASES RESEARCH ON FACULTY SALARY AND COMPENSATION AT U.S. DENTAL SCHOOLS

In June 2020, ADEA released new research findings on the 2018–19 guaranteed annual salary and total compensation of full- and part-time U.S. dental school

faculty. The report presents information about guaranteed annual salary and total compensation categorized by administrative title, primary appointment, primary discipline and academic rank of faculty members. Fifty-seven schools (86%) of the 66 accredited dental schools in the United States during the 2018-2019 academic year provided faculty compensation data for the [2018-19 ADEA Survey of Dental School Faculty](#) the source of this analysis. Overall, 63 schools (95%) participated in the underlying survey that collects other information besides faculty compensation data, such as faculty vacancies.

ADEA RELEASES NEW INTERACTIVE GRAPHICS TO TELL THE DATA STORY OF DENTAL EDUCATION

For the first time, ADEA released in June 2020 [interactive graphics](#) showcasing some of the results of the new [2018-19 ADEA Survey of Dental School Faculty](#). This survey collects data on U.S. dental school faculty, including demographics, employment, vacancies and annual compensation. While ADEA has been releasing the results of this annual survey for many years, for the first time we are taking the data storytelling of dental education to an interactive, online format. This is a different type of educational research product that improves engagement with ADEA members and other stakeholders.

Other ADEA research products have been accompanied by interactive graphs in 2020, including the [ADEA Survey of Allied Dental Program Directors, 2018 Summary and Results](#) in July 2020 and the [U.S. Dental School Applicants and Enrollees, 2019 Entering Class](#) in September 2020. This new format of presenting research results allows ADEA members to engage more fully with the latest analysis of ADEA-collected data on dental education. While ADEA members can still download the data, the interactive graphs enable the user to conduct quick trend analysis or spatial analysis and, whenever is feasible, download the chart static files and popularize the charts on social media.

ADEA FACULTY ONBOARDING AND ENGAGEMENT

The interactions ADEA has with its members during their first year of membership are crucial as members that *engage* with associations are members that *stay* with an association. This November, the Division of Communications and Membership launched a full-scale onboarding campaign tailored to newly activated faculty members and a follow-up engagement aimed at both new and tenured members. This effort seeks to capitalize on new member excitement while increasing member awareness of ADEA products and services to enhance overall involvement in member activities.

ADEA UPDATES POLICY BRIEF ON DENTAL EDUCATION'S ROLE IN THE OPIOID CRISIS

ADEA's commitment to advancing the role of dental education in the prevention of opioid prescription drug misuse led to the development and dissemination of the *ADEA Opioid Dental School Survey* in January 2019 to the 66 U.S. dental schools, resulting in a 70% overall response rate. This March 2020 [data brief](#) supplements the March 2018 ADEA Policy Brief, *The Role of Dental Education in the Prevention of Opioid Prescription Drug Misuse*, and presents the overarching findings of the *ADEA 2019 Opioid Dental School Survey*.

ADEA EDUCATIONAL AND POLICY RESEARCH PUBLICATIONS IN 2020

- [Update on Dental Education's Role in the Opioid Crisis: Dental Schools Take Charge in Combating the Opioid Epidemic](#), ADEA Policy Brief (March 2020).

- ADEA Survey of Dental School Seniors, 2019 Graduating Class Tables Report (March 2020).
- ADEA U.S. Dental School Faculty Salary Survey Summary Highlights and Tables: Guaranteed Annual Salary and Total Compensation During 2018-19 (June 2020).
- [ADEA U.S. Dental School Faculty Salary Survey, 2018-19 Interactive Graphs: Employment Characteristics, Demographics, Vacancies and Separations](#) (June 2020).
- [ADEA Survey of Allied Dental Program Directors, 2017-2018 Interactive Graphs: Employment Characteristics, Demographics, Vacancies and Separations](#) (July 2020).
- 2020 ADEA Canadian Dental School Seniors Survey Summary Results (August 2020).
- [Dental School Applicants and Enrollees, 2019 Entering Class Tables Report](#) (September 2020).
- [Dental School Applicant and Enrollee Trends and Demographics 2000-2019 Interactive Graphs](#) (September 2020).
- [Community Water Fluoridation: A Public Health Success Story](#) (October 2020).
- [Curricular and Clinical Approaches to Addressing the Opioid Epidemic: Results from the 2019 Opioid Dental School Survey](#). J Dent Educ, 84(12): 1359-1367 (December 2020).

ADEA APPLICATION SERVICES PLATFORMS MAKE ENHANCEMENTS, ADD NEW USERS AND OFFERINGS

McGill University Faculty of Dentistry joined ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) during the 2020-21 application cycle, making a total of 70 dental schools participating in ADEA AADSAS. The AADSAS

application was also updated with a new experience type, Dental Shadowing, which was added to the Experiences section in Supporting Information. The application also has a new optional, open-ended question about first-generation status and a new question about the impact of COVID-19 on an applicant's preparation for applying to dental school.

When ADEA PASS® (ADEA Postdoctoral Application Support Service) opened May 14, 2020, for the 2020-21 application cycle, a comparison of designations on the first full day to the first full day of the previous cycle indicated an increase of 85% in the number of designations selected over the last application cycle. Also, ADEA PASS made changes to its search engine, allowing programs to display on their profiles whether they offer externships. Changes were also made to the ADEA PASS application itself:

- A new reapplicant feature is available for applicants who applied in the previous cycle, which transfers information into the new application.
- Official Integrated National Board Dental Examination (INBDE) results are now imported from the American Dental Association. Applicants must request all board scores be sent to ADEA PASS.

In WebAdMIT, new decision codes were added: "Matched," "Matched Request Background Check," and "Did Not Match." This will allow for greater tracking of applicants who participate in the National Matching Service. Also, changes were made to the Institution Evaluation Form (IEF):

- Generic email addresses are now required for all U.S. schools. This provides a more efficient process for schools when there are staffing changes in the dean's office.

By request, the character count for open-ended questions has increased. The Remarks section now allows 4,000 characters and Academic Merits allows 750 characters.

2020 ADEA GODENTAL VIRTUAL FAIR SEES BOOST IN ATTENDEES AND EXHIBITORS

The 2020 ADEA GoDental Virtual Fair took place on May 19, 2020. Sixty-three U.S. and Canadian schools participated, with over 7,100 registrants and 4,125 attendees. The results exceeded ADEA's expectations for exhibitor participation (three new schools participated), attendee registration and attendance on the day. For 2020, ADEA engaged a new vendor, vFairs, to host the event. Three videos were created for the event: "ADEA AADSAS and COVID-19", "Exploring Dental Schools Virtually" and "Professionalism, the Pandemic, and the Applicant."

ADEA INITIATES PARTNERSHIP WITH NATIONAL SOCIETY FOR HIGH SCHOOL SCHOLARS AND TALLO

In March 2020, ADEA signed a one-year contract with the National Society for High School Scholars (NSHSS) and Tallo, an online platform to connect students with scholarships, internships, jobs and more. Both organizations expand ADEA's reach of the target audience of high school and college students.

For the 2020 ADEA GoDental Virtual Fair, ADEA messaged members of NSHSS and Tallo users. The Tallo campaign was sent to 167,166 Tallo users. Of that group, 58,589 users opened the message. The campaign generated over 8,000 clicks to the ADEA links and from a metrics standpoint, ADEA's campaign was above average on both open and click rates, with a 34.7% open (18% national average) and a 2.8% click rate (2.2% national average). The NSHSS campaign was sent to over 495,000 emails and generated a 16% unique open rate.

ADEA CONTINUES TO PUSH FOR LICENSE PORTABILITY THROUGH THE COALITION FOR MODERNIZING DENTAL LICENSURE

The Coalition for Modernizing Dental Licensure ([CMDL](#)) continues the work to change dental and dental hygiene licensure in the United States by improving portability and eliminating the requirement of patient-based examinations. ADEA, the American Dental Association and the American Student Dental Association formed the CMDL, which now has 69 member/supporter organizations with dental schools comprising the largest segment.

Dr. Cecile Feldman, Dean at Rutgers, The State University of New Jersey, School of Dental Medicine serves as co-chair of the CDML Executive Committee and Dr. Monty MacNeil, Professor and Dean Emeritus of the University of Connecticut School of Dental Medicine is an executive committee member. Dr. Denice Stewart, ADEA Chief Policy Officer, and Mr. Phillip Mauller, Director of State Relations and Advocacy, serve as staff to the CMDL.



Innovation & Excellence

Innovation and Excellence—Drive innovation and advance excellence in learning and discovery to prepare graduates to be competent practitioners and lifelong learners.

BRINGING A COMMUNITY TOGETHER

The COVID-19 pandemic forced a last-minute cancellation of the 2020 ADEA Annual Session & Exhibition. In the wake of that cancellation, ADEA organized the virtual [2020 ADEA Honors and Symposia](#), which unfolded over four days in July. During that time, the ADEA community honored the work and legacy of the late Dr. Henry Gremillion, the Immediate Past Chair of the ADEA Board of Directors and Dean of the Louisiana State University Health New Orleans School of Dentistry. Additionally, the recipients of the Chair of the ADEA Board Honors were recognized. The event also included two Chair of the ADEA Board of Directors Symposia: one on celebrating diversity and another on faculty development. The community also came together to celebrate the 2020 Gies Awards.

ADEA ACADEMIC CAREER FELLOWSHIP PROGRAM

The 2019–20 ADEA Academic Dental Careers Fellowship Program, which connects dental students with faculty mentors to provide students insight into the day-to-day life of a faculty educator or researcher, concluded in March 2020. A total of 156 student fellows from 24 institutions participated, up from 139 students in 2019.

ADEA COUNCIL OF STUDENTS, RESIDENTS AND FELLOWS & ADEA CHAPTERS

- On Oct. 8, 2020, as a member of the Consortium of Dental Student Organizations, ADEA Council of Students, Residents and Fellows (COSRF) co-sponsored a webinar entitled, *Implicit Bias in the Dental and Allied Dental Student Experience*, which had a 52.3% viewership total (387 of the 740 registrants). This is the first-ever event co-sponsored in collaboration with the ADEA COSRF, the American Student Dental Association, the Student National Dental Association, the Hispanic Dental Association and the Society of American Indian Dentists.
- On Oct. 27, 2020, ADEA COSRF executed the inaugural ADEA COSRF Allied Dental Student Virtual Open House, which was led and organized by student leaders from the ADEA Chapters at Pacific University and Eastern Washington University. During the event, students discussed ways in which allied programs can start ADEA chapters at their respective institutions.
- On Nov. 24, 2020, in collaboration with ADEA staff, the ADEA COSRF Admin Board participated in the ADEA Connect *Ask Me Anything* which featured Ryan Quock, D.D.S., Chair of the ADEA Board of Directors. Dr. Quock answered questions from students related to the theme of *The Future of Dental Education*.
- On Dec. 1, 2020, ADEA COSRF leaders submitted their groundbreaking proposal for their Mentor-Mentee program, which seeks approval to begin in Spring 2021.

ADEA ELEARN INCREASES WEBINARS AND PRESENTATIONS DURING COVID-19

As a result of COVID-19 and members seeking online faculty development, ADEA

eLearn experienced a rapid rise in traffic and engagement of members in presenting and participating in learning activities during 2020.

From June to December 2020, [ADEA eLearn](#) hosted over 50 webinars and presentations including:

- Eight webinars (sample topics: *ADEA Faculty Diversity Toolkit Launch* and the ADEA CCI *Just in Time* series, which focused on teaching during the time of COVID-19);
- The 2020 ADEA Honors and Symposia (four live events);
- ADEA2020 On-Demand (over 30 recorded sessions from the 2020 ADEA Annual Session & Exhibition);
- The third installment of the *Out and Safe* series promoted methods for cultivating a safe, welcoming and inclusive workplace, *Supporting LGBTQ Faculty and Staff in Dental Education*, which was developed in partnership with the ADEA Office of Access, Diversity and Inclusion and the ADEA Section on Gay-Straight Alliance;
- *Implicit Bias in the Dental and Allied Dental Student Experience*, which examined implicit and unconscious bias within dental education and how to address it at both the individual and institutional levels and was developed in partnership with the ADEA Office of Access, Diversity and Inclusion as well as four dental student organizations outside of ADEA;
- *Taking CARE of Barriers: How Social Work Impacts Dental Education* was a collaboration between the ADEA Sections on Business and Financial Administration and Clinic Administration (BFACA) that explored how to develop a social work presence within dental education; and
- *Creating a Database of Patient Cases: Using Resources Creatively During COVID-19*, which was based on an article from the *Journal of Dental Education* Advancing Through Innovation series and guided participants through a process to collect patient cases for later use in case-based learning.

ADEA RELEASES REVISED ADEA CHAPTER TOOLKIT FOR STUDENTS, RESIDENTS AND FELLOWS

ADEA launched a revised [*ADEA Chapter Toolkit for Students, Residents and Fellows*](#) to help current and aspiring ADEA Chapter members both start and maintain student chapters. Debuting in March 2020, this reformatted digital resource:

- Transforms the way students navigate the toolkit,
- Helps increase ADEA relationships with students as they transition into dental professionals and
- Helps increase student interest in academic careers more broadly.

ADEA plans more updates in the future.

SUMMER HEALTH PROFESSIONS EDUCATION GOES VIRTUAL IN 2020

In 2020, the COVID-19 pandemic necessitated the virtual implementation of the [Summer Health Professions Education Program](#) (SHPEP). For the first time in more than 30 years, SHPEP was implemented entirely online, providing 934 scholars with useful information, engaging activities and constructive interactions with program site faculty, staff and professional school students. The four-week 2020 SHPEP virtual experience was hosted at all 12 SHPEP program sites and included programming focused on academic enrichment, career development, clinical exposure, study skills, health policy and financial planning. SHPEP will be a 100% virtual experience again in summer 2021.

SHPEP, formerly known as the Summer Medical and Dental Education Program, began in 1989 and is a collaboration between ADEA and the Association of American Medical Colleges. It is funded by Robert Wood Johnson Foundation. Since

ADEA joined the program in 2006, more than 63% of SHPEP pre-dental scholars have applied to dental school, 83% of those who applied to dental school were accepted, and more than 800 SHPEP pre-dental scholars have graduated from dental school.