

2021 ANNUAL REPORT



## Message From the President and CEO

In presenting the *ADEA 2021 Annual Report*, I want to start with a note of thanks to our members. It would be easy to feel a bit overwhelmed these days, but your unwavering commitment to dental education lifted us up and reminded us daily of our mission: “To lead and support the health professions community in preparing future-ready oral health professionals.”

I am proud to say that our work throughout 2021 advanced that mission.

Whether it was organizing and hosting dozens of virtual events so the best minds in our field could connect and collaborate, fighting for additional federal resources for our Member Institutions, showcasing innovations in the field for others to learn from, curating crucial data sets and metrics for dental education or launching a landmark climate study that will shed new light on diversity, equity and inclusion on campuses, we fully embraced—and built on—ADEA’s nearly 100 years history of service.

Internally, we kicked off several major projects we believe will allow us to serve you even better. In 2021, for example, we began an ambitious and comprehensive overhaul of the ADEA website and are looking forward to unveiling a fresh new design that offers a more seamless user experience.

Additionally, we invested in new technology to better support ADEA’s four Centralized Application Services. We are doing all we can to ensure a robust supply of dental school applicants.

We saw a lot of changes in 2021, but one constant remains: dental education is a noble calling. And the role of oral health in overall well-being and health has never been more important.

We believe the future is bright for oral health professionals, and you will see that faith reflected in the achievements outlined in this *Annual Report*.

You are the North Star for all that we do, and it is our pleasure to serve you.



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

## Leadership



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

### Rising to Today's Challenges

2021 marked the second year of the COVID-19 pandemic, an unparalleled challenge to dental schools and allied and advanced dental education programs. During these fast-changing times, ADEA fought for additional federal resources for its Member Institutions, hosted numerous virtual events to ensure the best minds in dental education could still connect and share their expertise, published a series of papers about innovations in academic dentistry, released crucial research and reports and raised its voice in support of greater diversity and inclusion in our community. At the same time, ADEA kicked off a monumental climate study of diversity, equity and inclusion at U.S. and Canadian dental schools and allied dental education programs.

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### ADEA Strategic Framework Overview

ADEA is proud to report significant and ongoing progress in its 2019-2022 ADEA Strategic Framework. The Strategic Framework provides the scaffolding within which the organization operates, while affording the flexibility needed for the organization to adapt to the changing context for its work. The framework represents a continuous strategy process to set goals and objectives, define outcomes (both annual and long-term), implement our strategies and assess and measure success.

For fiscal year (FY) 2021, 28 outcomes with 66 key performance indicators bolstered the four goals and enabled environment elements of the plan. We met or were on track with 80% of our key performance indicators. Twenty percent were off track or behind schedule, many due to external forces—for example, COVID-19 prevented the hosting of a GoDental event. Notably, none of the FY2021 key performance indicators were deferred or outright dropped.

Many of our FY2021 Strategic Framework successes are captured in this report. In addition, we did the following:

- Created a repository of COVID-19 materials;
- Hosted the initial health equity webinar on cultural competence and structural competence;
- Met membership targets for the allied and advanced programs in the face of a challenging environment;
- Completed data gathering related to dental workforce grants, such as Health Resources Services Administration, and research grants, such as National Institute of Dental and Craniofacial Research;
- Launched the ADEA staff Diversity, Equity and Inclusion Advisory Committee; and
- Met all of our targets for the ADEA eLearn resources.

The FY2021 Strategic Framework outcomes and key performance indicators were bold and expansive. Even in the face of a fluid environment impacted by the pandemic and other factors, ADEA achieved the vast majority of them. It also is worth noting that a number of the outcomes and key performance indicators are multiyear, and we remain on track to accomplish them.

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### **ADEA Meets With HRSA to Discuss COVID Provider Relief Fund**

On April 28, 2021, ADEA and representatives from the Health Resources and Services Administration (HRSA) met to discuss a problem with how monies are disbursed by the COVID Provider Relief Fund. The problem stems from the fact that HRSA has used the Tax Identification Number (TIN) as the sole identifier for eligibility for payments, but dental schools and academic medical centers share a TIN. That fact has resulted in dental schools sometimes being declared ineligible for payments because they share a TIN with the parent university and academic medical center.

Specifically, hospitals, including academic medical centers, received reimbursement early in the pandemic and it appears to the fund's payment system that reimbursement was already made. As a result, the dental school is declared ineligible, even though the dental school data was not previously submitted.

The meeting was led by HRSA Chief of Staff Jordan Grossman and was the result of a letter sent by Karen West, D.M.D., M.P.H., ADEA President and CEO, to President Biden in late January 2021 explaining the problem to the new administration.

At the meeting, Dr. West; ADEA Senior Scholars in Residence Marsha Pyle, D.D.S., M.Ed., and Denice Stewart, D.D.S., M.P.H.A.; ADEA Chief of Staff and Acting Chief Policy Officer Jason Lee, J.D.; and ADEA Advocacy and Government Relations staff provided HRSA with a complete understanding of how dental school finances work, why they are not part of the academic medical center, how the dental school's revenue loss data was not submitted by the medical center and the steps that could be taken to correct the TIN problem.

The meeting ended with a request from HRSA to provide information on how dental schools use the TIN to provide information to the Internal Revenue Service. They are interested in whether it is submitted by the individual dental school or through the larger institution.

ADEA provided the requested information in May 2021, and subsequently shared additional information about U.S. dental schools with the agency. In the fall of 2021, HRSA was able to resolve the issues and to make dental schools able to apply through the program portal for reimbursement. Schools were able to begin applying.

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### **ADEA Offers 2021 ADEA Virtual Capitol Hill Day**

On April 28, 2021, ADEA held its 2021 ADEA Virtual Capitol Hill Day where ADEA members meet with their Members of Congress to advocate for funding for programs important to dental education. At the time, ADEA requested that Congress provide \$46 million for the Oral Health Training Program at the Health Resources and Services Administration, with a set aside of \$14 million each for residencies in General Dentistry and Pediatric Dentistry and \$520 million for the National Institute of Dental and Craniofacial Research (NIDCR). The Congress has not completed work on the fiscal year (FY) 2022 budget and the House version increases the set aside for residencies as requested, but only provides \$42.7 million overall. The Senate bill continues the program at the FY 2021 level of \$40.7 million and \$12 million each for the residency programs. For NIDCR, the two bills provide \$519 million and \$515.7 million, respectively. These differences will have to be resolved before the final legislation is enacted.

In addition, ADEA included information asking Congress to take steps to ensure that the Department of Education (ED) loan servicers properly inform graduates about the requirements of the Public Service Loan Forgiveness (PSLF) program so graduates can

select a qualifying repayment plan. In October 2021, ED [announced](#) a temporary waiver for potential beneficiaries of the PSLF Program. For a limited time, ED will allow borrowers to receive credit toward loan forgiveness under the PSLF Program for loan payments that otherwise would not qualify toward the number of payments needed to earn forgiveness. In many cases, the loan payments did not qualify because the borrower was enrolled in the wrong repayment plan. The temporary waiver period ends on Oct. 31, 2022.

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## High-Level ADEA Staff Promotions

In 2021, Carolyn Booker, Ph.D., was promoted to ADEA Chief of Educational Pathways.

In her new role, Dr. Booker focuses on implementing a strategic recruitment plan to enhance the applicant pool to ADEA Centralized Application Services (CAS) and an expanded focus on addressing student debt. She will continue to provide leadership for ADEA's CASs, which includes ADEA AADSAS® (ADEA Associated American Dental Schools Application Service), ADEA CAAPID® (ADEA Centralized Application for Advanced Placement for International Dentists), ADEA DHCAS® (ADEA Dental Hygiene Centralized Application Service) and ADEA PASS® (ADEA Postdoctoral Application Support Service). She will also provide leadership for programming and resources for applicants, students, health professions advisors, dental school administrators, educators and others involved in the recruitment, admission and retention of students at all levels of dental education. Dr. Booker is responsible for maximizing the operational performance of ADEA's CASs and assures programming and initiatives are aligned to ADEA's strategic directions. In her new position, Dr. Booker reports directly to Dr. Karen P. West, ADEA President and CEO.

In 2013, Dr. Booker came to ADEA as the Senior Vice President of Educational Pathways where she has served for more than eight years. Prior to ADEA, Dr. Booker served as an Associate Dean for Students and Faculty Administrative Affairs at Virginia Commonwealth University School of Dentistry and at the University of North Carolina at Chapel Hill School of Dentistry as the Director of Students and Counseling Services. She obtained her doctorate from Southern Illinois University-Carbondale and both her master's and bachelor's degrees from South Carolina State University.

Krisa Haggins, M.B.A., CMP, CEM, was promoted to Chief of Meetings, Conferences and Educational Technology (MCET). In her new position, Ms. Haggins will provide continued leadership of the strategy, planning and execution to ensure ADEA's meetings, conferences and learning events are of the highest quality and provide superior experiences for ADEA members. Upon joining ADEA, Ms. Haggins introduced

the client consultation model and other operational efficiencies to the department. MCET works collaboratively with staff and external constituencies in support of their educational programming, including meeting conceptualization and design, budget and fiscal oversight, logistics, virtual event design, contract negotiations, speaker engagement, and onsite management and production. In her new position, Ms. Haggins reports to Jason Lee, J.D., Chief of Staff.

Ms. Haggins joined ADEA in 2016 as Senior Vice President of MCET. Previously, she held a variety of roles in events and television production, including Vice-President of External Affairs and Interim President and CEO at the Congressional Black Caucus Foundation; Assistant Director, Exposition at the American College of Cardiology; Assistant Director, Meetings and Events at Public Broadcasting Service; and Associate Producer, Maryland Public Television, where she won an Emmy Award for public affairs programming. Ms. Haggins has a B.S. in Communications and is a graduate of Loyola College's Executive M.B.A. program. She holds certifications in meeting planning (CMP) and exhibition management (CEM).

Audra Johnson, M.T.A., CMP, CAE, was promoted to the position of Vice President of Meetings, Conferences and Educational Technology. The position is a new level added to the ADEA organizational chart to enhance opportunities for staff career advancement.

Ms. Johnson has accomplished great things as Senior Director of Meetings at ADEA. During the last few years, she has played a key role during ADEA's transition from in-person to virtual events. She has significantly reduced ADEA's expenses from cancelled and shifted events and has cultivated important vendor relationships. In her new role, Ms. Johnson will continue to dedicate her expertise to improve ADEA events and steward associated budgets, among other responsibilities.

In addition to holding a master's degree in Tourism Administration, Ms. Johnson holds Certified Meeting Professional (CMP) and Certified Association Executive designations. She is a 2013-1015 ASAE Diversity Executive Leadership Program Scholar. More recently she obtained the Virtual Event Meeting Management certificate. Ms. Johnson brings more than 20 years of events experience with more than a decade of that time at ADEA.

Also, Rebecca Stolberg, RDH., M.S.D.H., was promoted to the position of ADEA Vice President of Allied Dental Education and Faculty Development. In her role, Ms. Stolberg represents the allied dental professions in all ADEA endeavors and works collaboratively with ADEA members and the Office of Learning staff to lead planning, implementation and evaluation of key ADEA professional development programs for the allied community, including dental hygiene, dental assisting and dental lab technology. She has been an active Access, Diversity and Inclusion advocate and has

helped the ADEA Council of Allied Dental Program Directors achieve many of its goals during the past three years. One of her newest activities is a monthly mentoring program for new allied dental program directors.

Ms. Stolberg's experience in the field of dental education spans more than 24 years. She first joined the ADEA staff in July 2018 as Senior Director of Allied Dental Education and Faculty Development. Prior to coming to work at ADEA, Ms. Stolberg held many roles in academia including professor, program director, department chair, assistant dean and associate dean. Her most recent position outside ADEA was as Interim Department Chair of the Department of Public Health and Health Services Administration at Eastern Washington University in Spokane, Wash., where she was also a full professor in the Dental Hygiene Department. She served on many councils, committees and task forces during her years as an ADEA member. Her involvement with ADEA goes back to 1984 when she was a student member in graduate school.

Ms. Stolberg was also an ADEA/Colgate-Palmolive Co. Allied Dental Educator Fellow in 2016. She received her B.S. degree in Dental Hygiene from Eastern Washington University and her M.S. degree in Dental Hygiene Education from the University of Missouri – Kansas City School of Dentistry.

Finally, the reporting relationship of the Chief Diversity Officer, Dr. Sonya G. Smith, was changed. As of September 2021, Dr. Smith reports to the ADEA President and CEO.

## 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 Deploys Landmark Climate Study to Dental Schools and Allied Dental Programs

ADEA continued to move forward with its climate study. In 2021, ADEA focused on designing the survey instrument and outreach to dental schools and allied dental education programs, encouraging them to register to participate in the dental education-wide climate assessment. Additionally, ADEA worked closely with the ADEA Collaborative on Dental Education Climate Assessment (ADEA CDECA) and Nonprofit HR, a consulting firm hired to assist in the design, collection and data analysis and reporting, in these efforts.

Under the direction of ADEA CDECA, Co-Chairs Dr. Sonya Smith, ADEA Chief Diversity Officer, and Dr. Todd Ester, Assistant Dean for Diversity, Equity and Inclusion at the University of Michigan School of Dentistry, Nonprofit HR and the 17 ADEA CDECA volunteer members reviewed similar climate surveys administered by health professions associations, universities and dental schools as well as the related climate study survey literature to develop the survey instrument.

On Nov. 10, 2021, ADEA eLearn hosted a webinar entitled *The Time is Now—The ADEA Climate Study: Advancing a Humanistic Environment and Transformation in Dental Education*, to provide ADEA members and climate study liaisons more information. The webinar provided an overview of the importance of the climate study to dental education, findings of the Phase 1: Feasibility Study, the process, strategy development using results, recommendations, impact and outcomes, and the rationale for participation. The climate survey has been translated into French and Spanish, and received IRB approval in December 2021.

ADEA CDECA and Nonprofit HR worked with the ADEA's Division of Communications and Membership (DCM) to develop a marketing strategy with key messaging to drive dental school and allied dental program participation. With key input from ADEA CDECA, DCM managed a comprehensive website buildout, created the unique ADEA Climate Study brand identity and graphics package, oversaw video production of grand ambassador appeals and a related video promotional strategy, and developed targeted grassroots messaging and an email campaign.

As of January 2022, 88%, (60) of eligible U.S. and Canadian dental schools registered to participate in the ADEA climate study. Of ADEA allied dental education member programs, 179, or 75%, registered to participate, and 60 nonmember ADEA allied dental education programs signed up for the study. To coordinate and help implement the survey, each dental school and allied dental education program identified campus liaisons, who received training and have been provided marketing materials to assist with campus outreach. A list of the ADEA CDECA U.S. and Canadian dental education representatives can be found [here](#). The survey launch period is Jan. 4, 2022, through March 31, 2022.

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### ADEA Drafting Report on HURE Students at U.S. Dental Schools

As part of ADEA's commitment to diversity and inclusion within dental education and the dental workforce, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, commissioned a report on the pathways, challenges and opportunities to increase the recruitment, retention and graduation of historically underrepresented racial and ethnic (HURE) students. Additionally, the report, entitled *Slow to Change: HURE Groups in Dental Education*, will examine best practices and model programs aimed at increasing HURE students, particularly men of color in dental education.

The ADEA Offices of Access, Diversity and Inclusion and Educational Pathways are working jointly to develop the report with the Office of Policy and Educational Research. A call to action and recommendations for addressing and developing programs and outreach to increase racial/ethnic diversity within U.S. dental schools will be included. As of this writing, the report was scheduled for released in March, and an educational session to highlight the report was planned for the 2022 ADEA Annual Session & Exhibition.

### ADEA Lifts its Voice Against Racism, Harassment, Discrimination and Bias in Dental Education

In light of events and violence in our nation related to race-, gender- and sexual orientation-based discrimination and bias, ADEA issued the [ADEA Statement Against](#)

[Racism and Violence Against Individuals of Asian Descent, Asian Americans and Pacific Islanders](#). The statement references the [ADEA Policy Statement on the Prevention and Elimination of Racism, Harassment, Discrimination and Bias in Dental Education](#), which was developed by the ADEA Diversity and Inclusion Advisory Committee (DIAC) and supported by the ADEA Board of Directors. The resolution was unanimously approved by ADEA DIAC in December 2020, and Resolution 6H-2021 was approved by the ADEA House of Delegates during the virtual 2021 ADEA Annual Session & Exhibition. The resolution supplements the Statement of ADEA Policy on Diversity and Inclusion (revised and adopted by the 2016 ADEA House of Delegates).

Resolution 6H-2021 enables ADEA to facilitate communication of ADEA's commitment to combat hate, bias, harassment and dental education; support ADEA's mission and strategic plan to develop and sustain inclusive and supportive institutional environments; and meet the expanded role of ADEA as a diversity, equity and inclusion leader in health care and health care education. The full text of Resolution 6H-2021 can be found in the and the statement was published in July 2021 in the Proceedings supplement to the *Journal of Dental Education*.

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## ADEA Tapestry Table Features NFL Hall of Famer Emmitt Smith

As part of the 2021 ADEA Annual Session & Exhibition, the ADEA Tapestry Table (ADEA TT) featuring NFL all-time leading rusher and *Dancing With the Stars* champion Emmitt Smith, was held on March 14, 2021. Sonya G. Smith, Ed.D., J.D., ADEA Chief Diversity Officer, hosted the virtual session using a talk-show format. Discussions with Mr. Smith focused on his legacy, life lessons and the role of athletes in advancing social justice movements.. The pre-taped session was followed by a live question-and-answer segment.

The Procter & Gamble Company and GlaxoSmithKline Consumer Healthcare provided sponsorship. Representatives from both companies shared information on initiatives to further diversity, equity and inclusion within their organizations and outreach to support health equity in various countries.

ADEA TT was the second highest watched session at the 2021 Annual Session & Exhibition, and the third highest on-demand session. In total, 527 individuals watched ADEA TT live and to date, 81 people have watched the session after the conclusion of the 2021 ADEA Annual Session & Exhibition. During the live Q&A session, 2,012 comments and responses were posted into the chat feature.

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### ADEA Creates Diversity, Equity and Inclusion Staff Advisory Committee

As a result of the Black Lives Matter/Anti-racism sweeping the United States, ADEA senior leaders committed themselves to developing and fostering a more welcoming, diverse and inclusive environment for ADEA staff. To accomplish this goal, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, along with the members of the ADEA Board of Directors, approved the creation of the ADEA Diversity, Equity and Inclusion Staff Advisory Committee (ADEIC) in September 2020.

As part of the 2019-22 ADEA Strategic Directions, ADEA aims to develop and sustain an inclusive environment in which its staff works together in an increasingly diverse and interconnected world. The mission of this new staff advisory committee has been to foster a diverse and inclusive culture where everyone at ADEA is treated equitably, respectfully and with dignity. The ADEIC members include representatives from each ADEA focus area.

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### ADEA Conducts Virtual 2021 ADEA DEI Workshop

On Oct. 27, 2021, ADEA held the Diversity, Equity and Inclusion (DEI) Workshop, *Creating Inclusive Spaces: Mitigating In/Out-Group Bias in Dental Education*. Sponsored by Henry Schein, Inc., and led by Shindale Seale, Ed.D., from SEADE Coaching & Consulting, the workshop served to help participants design programs, policies and activities to eliminate in-group/out-group bias on their respective campuses.

Consistent with the Commission on Dental Accreditation (CODA) standard on a humanistic environment, the workshop focused on the impact of in-group/out-group bias. While respect for differences and becoming more culturally competent are important, in-group/out-group bias influences various aspects of interactions among students, faculty, staff, fellows and patients and related decisions. Through participatory exercises, attendees developed campus strategies for leveraging in-group identity to eliminate bias and foster humanistic and inclusive environments in support of dental school and allied dental program community stakeholders.

During the workshop, Keith Mays, Ph.D., D.D.S., M.S., Chair of the ADEA Board of Directors, and Dr. Karen West, ADEA President and CEO, extended greetings on behalf of the organization. Additionally, Dr. Sonya Smith, ADEA Chief Diversity Officer, and Malik Seelal, Diversity & Inclusion Specialist from Henry Schein, Inc., discussed the importance of providing inclusive spaces for members of the health professions and provided highlights about what Henry Schein and other organizations are doing to eliminate in group/out group bias across the country.

As part of ADEA's strategy to incrementally move toward a "new normal," modest registration fees were charged for all 2021 conferences. Consequently, all conference registration projections were conservatively lower compared to the previous year. While the workshop's total registration (211) was down significantly from the prior year, the decrease was anticipated and attributed to the reinstatement of registration fees and some "virtual event fatigue." Conversely, paid registration (172) outpaced both the attendance goal by 121% and final registration of the 2019 face-to-face event by 131%.

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## ADEA Holds Webinars Related to Diversity, Inclusion and Belongingness in Dental Education

On Oct. 5, 2021, the ADEA Office of Access, Diversity and Inclusion (ADEA ADI) and the ADEA Office of Educational Pathways combined efforts with the National Coalition of Dentists for Health Equity to host an ADEA eLearn webinar entitled [\*How Racism Might Impact Dental School Admissions and How to Combat Problems\*](#). The webinar reviewed the results of a recent study that explored pathways into the dental profession for Black/African American, Latinx and American Indian students and how pathway programs can lead to more equitable admissions processes.

The dental admissions process serves as both a barrier to ascertaining a dental career and an untapped resource for growing the profession. Therefore, attention must be given to addressing how racism can impact the admissions process. The panel was facilitated by Carolyn Booker, Ph.D., ADEA Chief of Educational Pathways. Panelists included Caswell Evans, D.D.S., M.P.H., Emeritus Professor and Past Associate Dean for Prevention and Public Health Sciences, University of Illinois Chicago College of Dentistry and Eleanor Fleming, Ph.D., D.D.S., M.P.H., FICD, Associate Professor, Department of Dental Public Health, Meharry Medical College School of Dentistry.

On Nov. 2, 2021, ADEA eLearn co-hosted a webinar with the American Institute of Dental Public Health, titled [\*Strengthening LGBTQ+ Inclusion in Dental Education\*](#). The webinar focused on the importance of strengthening LGBTQ+ inclusion in dental education.

The panel discussion included Dan Walker, D.D.S., Practicing Dental Resident; Scott Howell, D.M.D., M.P.H., FSCD, A.T. Still University; and Maria Inglehart, Dr. Phil. Habil., University of Michigan. The webinar showcased best practices for evaluating dental school curricula regarding LGBTQIA+ patient and educator inclusion—examining dental education environments and how they facilitate effective LGBTQIA+ patient engagement and identifying opportunities to improve LGBTQIA+ inclusion within institutions of dental education.

On Nov. 30, 2021, ADEA ADI hosted an ADEA eLearn webinar titled [\*Belongingness as a Pathway to Diversity and Inclusion in Dental Education\*](#). The webinar was hosted by Sonya Smith, Ed.D., J.D., ADI Chief Diversity Officer; Tita Gray, Ed.D., Senior Vice President, Access, Diversity and Inclusion; and Angelo Lee, M.Ed., Senior Director, Access, Diversity and Inclusion.

In recent years, “belonging” has reemerged as a key concept within the diversity, equity and inclusion framework. Historically, within the health care system, not belonging has resulted in discrimination and the differential treatment of some populations, even to the point of ultimately denying their humanity and their civil and human rights. As members of the academic dentistry community, we are charged with creating and maintaining a humanistic environment and inclusive culture.

During the live broadcast, 224 participants explored the neuroscience of belonging. Additionally, on a scale from 1-10, this webinar received a score of 9.06 related to one’s likelihood to recommend this webinar to a colleague or friend.

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## **ADEA Staff Pursue Diversity, Equity and Inclusion Certifications**

In 2021, 10 ADEA staff members participated in the Diversity, Equity and Inclusion in the Virtual Workplace professional certificate program offered by the University of South Florida Muma College of Business. The free seven-week certificate program ran from March to mid-May and focused on ways organizations can advance diversity, address equity issues and foster inclusivity in the workplace. The ADEA staff members who completed the program certificate were Julie Boynton, Tracy Beale, Kellie Bove, LaKecia Easley, Emilia Istrate, Kelli Johnson, Alex Prescott, Franc Slapar, Carolyn Vincent and Ben Yzaguirre. To supplement their learning, Kelli Johnson, now former ADEA ADI staff member who also served as a co-chair of a subcommittee of the ADEA Diversity, Equity and Inclusion Staff Advisory Committee, hosted virtual debriefing sessions to discuss the curriculum.

## Assist Member Institutions



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

### ADEA Commences Overhaul of ADEA Website

ADEA's Communications and IT divisions are leading a cross-departmental effort to revamp the ADEA website, [adea.org](http://adea.org), complete with a new design and content system. Working with a vendor with a record of success in such projects, ADEA's objectives are to improve the member experience on the website, better showcase the ADEA brand and resources, and introduce efficiencies in how content is updated and maintained. The vast and ambitious project, expected to take up to 18 months, will include the input of focus groups who represent ADEA's many stakeholders.

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### ADEA Releases the 2021-2022 ADEA Official Guide to Dental Schools

In spring 2021, ADEA released the all-digital [2021-2022 ADEA Official Guide to Dental Schools](#). The ADEA Official Guide consists of a one-year subscription to the online directory of dental schools (the ADEA Dental School Explorer) and PDF publication (*ADEA Official Guide to Dental Schools 2021-2022 for Students Entering in Fall 2021 or Fall 2022*). The ADEA Dental School Explorer was updated in March with data from the 2020 dental school entering class.

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### ADEA Council of Deans Uses Virtual Opportunities to Increase Connections and Share Information

U.S. and Canadian deans shared strategies for the monumental educational, safety and health care delivery modifications required during the initial phases of the COVID-19 pandemic across dental education through the ADEA Connect platform. ADEA Connect provided discussion boards for sharing of resources and strategies among the

deans. Widely used, this resource continues as an active means for distribution of important and timely questions and discussion. The ADEA Council of Deans also initiated new monthly Zoom meetings to discuss emergent issues and provide ongoing connection during the initial and continuing challenges. The enduring result of the ongoing communication is an enhanced sense of collegiality and willingness to share strategies, helping all leaders navigate the ongoing challenges all programs are experiencing.

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## ADEA Connect Expands, Undergoes Enhancements

November 2021 marked the two-year anniversary of launching ADEA's online community, [ADEA Connect](#). The platform and its 111 active communities continue to be a valuable resource for member collaboration and support.

New features to the platform include:

- "Tip Tuesday," a bi-weekly discussion post of short snippets on how to better use the platform's various features;
- "From the desk of Karen P. West," an archive of President and CEO Dr. West's postings to ADEA's members; and
- *Journal of Dental Education* contents page, a promotion for the *Journal of Dental Education* that contains the table of contents and Editors' Picks for each month.

The new mobile app for ADEA Connect is also available for download.

Higher Logic is helping ADEA with strategies to improve member engagement on ADEA Connect. Plans are underway to expand the ADEA Connect ambassador program by including a toolkit for community ambassadors and having quarterly meetings to discuss ways to increase engagement in communities reviewing various reports available. Other plans include increasing the number of Ask Me Anything (AMA) sessions and adding a video element to them.

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## ADEA Prepares for Comprehensive Membership Survey

In 2021, ADEA selected a vendor, Association Laboratory, and began laying the groundwork for a comprehensive survey of its members—the first in more than a decade. The survey, which will launch in the spring of 2022, will help to shed new light

on the needs and preferences of ADEA members, so that ADEA can deliver the most value to those it serves.

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## ADEA to Conduct Assessment of Current Association Management System

ADEA is planning to review its Association Management System (AMS), which has been in use since 2005. The evaluation will focus on needs and outcomes that best support ADEA's growth, as well as members' expectations for a top-notch online experience when interacting with the AMS.

The assessment will evaluate the overall alignment among the various functions to improve data management, reporting and business intelligence. A cross-departmental team has been constituted to pick an experienced agency to help conduct the assessment. The selected agency will perform a detailed analysis of ADEA's current AMS technology, its processes, and connected and unconnected point solutions, and provide recommendations for the best way forward to re-imagine and transform this key segment of the organization's information services infrastructure.

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## ADEA's Journal of Dental Education Offers Special Supplements

ADEA's *Journal of Dental Education (JDE)* offered an online-only JDE supplement in June 2021 with a collection of the JDE's new series of [Advancing Through Innovation](#) articles published between April – December 2020. The second such supplement, published at the end of December 2021, published articles from January – June 2021. The latest supplement contained 54 Advancing Through Innovation articles.

Planning is underway for a special *JDE* issue on diversity, equity and inclusion, which will publish in September 2022. The ADEA Access, Diversity and Inclusion Advisory Committee provided suggested topics and the names of potential authors. As of early December 2021, 19 of 22 subject matter experts have agreed to write articles. Additionally, ADI staff will plan the October 2022 Diversity Workshop based on the contents of this special *JDE* edition, and potentially a plenary session for the 2023 ADEA Annual Session & Exhibition.

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## ADEA Publishes Dentists of Tomorrow 2020

In March 2021, ADEA launched [Dentists of Tomorrow 2020: An Analysis of the Results From the 2020 ADEA Survey of U.S. Dental School Seniors](#), the first report in the new

ADEA Education Research Series. The research showed even during these uncertain times, U.S. dental schools continued their mission to train and graduate oral health professionals who are fully prepared to go into the profession. Resources related to that study include an article in the *Journal of Dental Education* titled "[Dentists of tomorrow 2020: An analysis of the results of the 2020 ADEA Survey of U.S. Dental School Seniors 2020](#)," the [Dentists of Tomorrow 2020 Summary report](#), an online storyboard of key findings from the survey and [an interactive data visualization dashboard](#).

The Dentists of Tomorrow 2020 study examines the journey of U.S. dental schools' predoctoral senior class of 2020, from influences on and their motivations to pursue careers in dentistry, aspects of their dental school experiences, to plans upon graduation and the investment in their careers. Whenever feasible, the answers of the 2020 survey respondents were compared with their 2015 counterparts. Further, this research attempts to provide more insight on the journey of the historically underrepresented and marginalized (HURM) predoctoral senior students, by comparing the responses of the overall response sample with the responses of the HURM students.

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## Educational Pathways Adds Programs to ADEA Centralized Application Services

The ADEA Office of Educational Pathways is the gateway to dental education, serving as an essential resource for students interested in the dental professions, students in dental education programs, counselors, health professions advisors, admissions officers and dental educators. ADEA's Educational Pathways directs four Centralized Application Services (CASs): ADEA AADSAS® (ADEA Associated American Dental Schools Application Service), ADEA CAAPID® (ADEA Centralized Application for Advanced Placement for International Dentists), ADEA DHCAS® (ADEA Dental Hygiene Centralized Application Service) and ADEA PASS® (ADEA Postdoctoral Application Support Service).

During the 2021-22 application cycle, several participating programs were added to CAS: University of Saskatchewan College of Dentistry (ADEA AADSAS), California Northstate University College of Dental Medicine (ADEA AADSAS), Nova Southeastern University College of Dental Medicine (ADEA CAAPID) and Mt. Hood Community College (ADEA DHCAS). In addition, Kansas City University College of Dentistry will join the 2022-23 ADEA AADSAS application cycle and Lincoln Memorial School of Dentistry will participate in ADEA AADSAS for the 2024 application cycle.

Educational Pathways also removed the felony and misdemeanor questions from the 2022-23 application for all ADEA CASs as a result of "Ban the Box" legislation.

Schools/programs will be prohibited from requesting this information in the Program Materials section in the application. However, schools/programs are encouraged to consult with their legal counsel on the best way to obtain this information during the application process.

Other updates were also made to ADEA CASs:

#### ADEA AADSAS

- ADEA AADSAS will continue to update the COVID-19 Application Updates on ADEA GoDental. This web page provides up-to-date dental school information, including deadline dates, dental school interview format, coursework exceptions, experience requirements and other information.
- An enhancement now allows applicants to select the category that most aligns with their experience: Dental Shadowing (In-Person) or Dental Shadowing (Virtual).
- The composite or committee Letter of Evaluation is now counted as one letter instead of three. Applicants can provide up to four Letters of Evaluation.
- The COVID-19 question will remain in the application for the ADEA AADSAS, ADEA CAAPID and ADEA DHCAS 2023 application cycle. It will be removed for ADEA PASS.
- Added a question that will provide the applicant's colleges/universities attended accreditation status.
- Added Niece and Nephew as a selection to the drop-down list to relatives in dentistry.
- Question added in the Program Plans section to allow applicants to select the year they plan to apply to dental school.

#### ADEA PASS

- Removed the optional question regarding the impact of COVID-19 question from the Personal Information section.
- The Colleges Attended section has been re-named to Colleges & Dental Schools Attended to provide clarity that applicants must submit their official dental school transcript(s).
- The applicant will no longer see the name of the individual responsible for Institutional Evaluation Form. The screen will display "Dean's Office Representative".

- Evaluators will be required to type their name on each evaluation to serve as the signature.
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## Educational Pathways Holds Virtual ADEA AADSAS Town Hall Meetings

Dental school admissions representatives continue to meet on a quarterly basis to discuss issues or concerns about dentistry. Some of the topics discussed were:

- The ADEA AADSAS Guidelines for Dental Schools When Extending Offers of Admissions changes in the acceptance notification date and the applicant response period,
  - The value of creating more structure around “Dental School Visit Days” to assist applicants in choosing a dental school as a result of limited visits and no in-person interviews over the past two application cycles and
  - Creating and developing an ADEA Applicant Code of Conduct to address inappropriate behavior during the application process.
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## ADEA Office of Educational Pathways Adopts New CRM Tool

ADEA has adopted a customer relationship management (CRM) tool, the Enrollment Management from Liaison International, Inc. This will allow for more personalized outreach to prospective ADEA Centralized Application Services applicants. To date, outreach campaigns are being designed around targeting completed but not submitted applications, applications without Dental Admission Test scores and/or personal statements and nurturing applicants between the ADEA GoDental Recruitment Event and the opening of the 2023 ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) application cycle.

## ADEA Conducts Survey of U.S. Dental School Seniors, 2021 Graduating Class

The ADEA Survey of U.S. Dental School Seniors, 2021 Graduating Class was conducted between March and June 2021. Each year, ADEA surveys U.S. senior dental students to gather information about their education and future plans. The information gathered is important, perhaps even more so in this unprecedented situation with the COVID-19 pandemic. Student participation in the ADEA survey is important for dental schools to:

- Learn about graduating students’ dental school experiences.

- See how the 2021 class compares with previous graduating classes.
- Plan more effectively for and serve future students.

ADEA researchers are now working on the 2021 edition of the analysis of the ADEA Survey of U.S. Dental School Seniors. Whenever feasible, the answers of the 2021 survey respondents are compared with their 2016 counterparts. The results will be presented in an ADEA summary report, an online storyboard of key findings from the survey, and other tools, as part of the ADEA Education Research Series.

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## ADEA Publishes New Policy Research on Critical Issues

In February 2021, ADEA issued [\*Dental Amalgam: Safety, Affordability and Utility Fact Sheet for Dental Education\*](#). Dental amalgam has been used in the last 150 years for dental restorations. The use of mercury in dental amalgam has raised concerns as a potential health and/or environmental hazard. However, studies have shown that dental amalgam is a safe, affordable and a widely used dental procedure for teeth restoration (International journal of environmental research and public health, 16[6], 1036.). Several European countries have banned amalgam.

[\*Antibiotic Overprescription: Policy Considerations for Academic Dentistry\*](#) published in April 2021. The need to curtail over and/or ineffective use of antibiotics is a global public health concern. Dental prescriptions have significantly contributed to this problem. The call for antimicrobial stewardship to reduce/eliminate inappropriate prescribing needs to be addressed. This policy brief provides background and guidelines on antibiotic stewardship in dental education.

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## ADEA Publishes Findings on 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 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. The [\*Resilient Dental Schools, Better Oral Health Care for the Underserved: The Impact of the COVID-19 Pandemic on U.S. Dental Schools\*](#) is available on the ADEA Policy publications website.

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## ADEA Publishes New Research on Dental School Clinics in the Journal of Dental Education

In the article "[Operational and Financial Impact of COVID-19 on U.S. Dental School Clinics](#)", ADEA assessed the impact of the COVID-19 pandemic on U.S. dental schools and their school-based clinic operations and finances during the first eight months (April – December 2020) of the outbreak. School-based clinics are critical to training and educating future dentists and delivering oral health care services to underserved communities.

ADEA conducted a structured survey with the 67 accredited U.S. dental schools between November 2020 and January 2021 to assess the impact of the COVID-19 pandemic on their operations, especially on their school-based clinics. The response rate was 67%. The authors employed descriptive statistics and text analysis to examine the survey results.

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## ADEA Ramps up Allied Dental and Student Member Recruitment Efforts

As part of an inaugural allied recruitment effort to nonmember and individual member program directors, ADEA has enacted a comprehensive strategy to promote the benefits of ADEA Affiliate Membership. Our goals are to:

- Encourage prospects to join (or upgrade their membership level);
- Build awareness of exclusive, affiliate-only networking opportunities, resources and solutions; and
- Increase engagement and connectedness through previously untapped areas within this community.

In fall of 2020, the ADEA Membership team worked closely with Senior Director of Allied Dental Education and Faculty Development, Rebecca Stolberg, RDH, M.S., to contact more than 280 allied member leads. Messaging included highlighting a growing slate of affiliate-only offerings for allied dental educators (e.g., access to monthly town halls, a members-only ADEA Connect community, a new program director mentorship program, portfolio boosting award and appointment opportunities). Through tailored marketing outreach, use of member testimonials and the inclusion of direct outreach by phone, ADEA has added 10 new allied dental education members to date. Efforts were halted in mid-October so as not to fatigue individuals also receiving increased ADEA

Climate Survey for Dental Schools promotional messaging. Campaigns are set to resume in early 2022.

The ADEA Student Recruitment Campaign at dental schools and among allied dental programs, now in its fifth year, was a resounding success in 2021. To bolster student engagement, the ADEA Membership team liaises directly with ADEA Institutional Members to either auto-enroll dental school students or provide them with an opt-in form of enrollment. In 2021, 55 institutions participated: 26 allied programs and 29 dental schools. The 2021 rates represent a new high for participation—exceeding 2017 rates by 22%, 2018 by 25%, 2019 by 44% and 2020 by 150%. Student recruitment efforts were halted in mid-October 2021 so as not to fatigue individuals also receiving increased ADEA Climate Survey promotional messaging. The campaign is set to resume in early 2022.

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### ADEA Releases New Report and Data on 2020 Allied Dental

As part of the ADEA Education Research Series, ADEA released in October 2021 an [analysis](#) of the 2020 ADEA Survey of Allied Dental Program Directors in the United States. This is the first time ADEA released a written analysis and an interactive, online storyboard for this project, besides the tables report.

This report summarizes the key findings of the analysis of the results of the 2020 ADEA Survey of Allied Dental Program Directors. It examines various aspects of the activity of accredited allied dental education programs during the 2019-2020 academic year, from the type and geographical distribution of accredited allied dental education programs around the country, to information about their program directors, students and faculty. The analysis reflects the characteristics of the 58% accredited allied dental education programs in the United States who responded to the 2020 ADEA Allied Survey.

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### ADEA Releases New Policy Research on Teledentistry and Dental Education

The COVID-19 pandemic and stay-at-home orders accelerated the rapid expansion of telehealth and its increased utilization. Teledentistry, a subcategory of telehealth, has become a commonly accepted form of oral health care delivery, including in specialty dentistry, and has played an important role in reducing health disparities and achieving equitable health. This report, [Teledentistry: Innovation to Improving Access and Delivery to Oral Health Care Services in Dental Education](#), released in October 2021 outlines state regulations and reimbursement mechanisms for teledentistry, the role of

teledentistry in minimizing oral health disparities through practice and dental education, and teledentistry's compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) for the prevention and treatment of oral health diseases. This report provides educators with information about the benefits of including teledentistry in dental education and continuing to expand this important field.

This report is part of the ADEA Policy Research Series.

## Innovation and Excellence



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

### ADEA Holds Its First Virtual Annual Session & Exhibition

In response to the COVID-19 pandemic, the [2021 ADEA Annual Session & Exhibition](#) was held for the first time in an all-virtual format on March 13-16, 2021.

The annual event took place in a virtual venue that included educational sessions, speakers' listings and bios, TechExpo/Poster presentations and an Exhibit Hall. Attendees were automatically opted-in for the conference artificial intelligence matching feature. This feature allowed them to connect with colleagues, sponsors or exhibitors based on a predetermined set of criteria.

Attendee feedback to the 2021 ADEA Annual Session & Exhibition was decidedly positive. Some expressed appreciation that the topic of diversity was covered from different perspectives. Then Chair of the ADEA Board of Directors Ryan Quock, D.D.S., who presided over that year's annual session, issued a post-conference letter thanking attendees for participating and challenging them to remember the power of the annual session's WE theme: *A celebration of who WE are, and of what WE together collaborate to accomplish. WE are entrusted with the future of dental education.*

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### ADEA eLearn Offers Courses at 2021 Annual Session & Exhibition, Will Launch Micro-credentialing Pilot Program

The [ADEA eLearn website](#) continues to provide free webinars each month for the professional development of ADEA members. In addition, the ADEA Meetings, Conference and Education Technology and Professional Development teams worked closely to launch on ADEA eLearn the "On-Demand: ADEA 2021 Annual Session & Exhibition" course to compliment the 2021 ADEA Annual Session & Exhibition. This

course included 84 presentations from the annual session. It was offered complimentary to attendees through Sept. 30, 2021, and available for a fee to non-attendees. ADEA members shared that most associations provide 30-day access to post-conference content and that this time frame was not sufficient. In response to member requests, ADEA delivered post-conference access to 2021 annual session content that is six times as longer than other associations.

Also, work on the upcoming Micro-credentialing Program, led by the ADEA Council of Sections, is in progress. To date, an oversight group has developed a common framework that all future ADEA micro-credentials will use for their assessments. Development of six micro-credentials is underway, with the goal of launching a pilot program in spring 2022.

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### **ADEA Leadership Institute Goes Virtual Again in 2021**

Phase II of the 2021-22 ADEA Leadership Institute took place Sept. 26–28, 2021, virtually. Over this three-day segment of the yearlong program, the Leadership Institute Phase II focused on advocacy as a leadership skill. Educational sessions on Congress, executive agencies, strategic partnerships, and the art of advocacy were delivered. Feedback about the online program was overall positive.

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### **Summer Health Professions Education Program Goes Virtual Again in 2021**

In 2021, the COVID-19 pandemic again necessitated virtual implementation of the Summer Health Professions Education Program (SHPEP), but with some notable changes. In 2020, the program was presented as an abbreviated four-week, 100% online experience. Leveraging the lessons learned from 2020, the 2021 virtual program successfully returned to the traditional six-week model, conducted entirely online. Also in 2021, the cost savings and flexibility of online implementation allowed for program expansion, and more than 100 additional scholars participated in the 2021 program than in 2020.

Thanks to the continued support and generosity of the Robert Wood Johnson Foundation, the SHPEP National Program Office (NPO) was able to provide participating scholars with the standard stipend, a subsidy to offset food and lodging costs associated with participating in the program remotely. Additionally, the NPO and program sites again worked together to provide laptops, Wi-Fi hot spots and other technology resources to create digital equity among scholars. The NPO is proud to report that despite the challenges of delivering a virtual program during a pandemic,

the overwhelming majority of scholars (98%) who responded to the post-program survey indicated they would recommend SHPEP to a peer.

SHPEP boasts impressive program outcomes that have significantly impacted dental education and the dental profession. Since ADEA joined the program in 2006, 2,517 pre-dental scholars have participated in the program and 1,563 (62.1%) applied to dental school. Of those applicants, 1,273 (81.4%) enrolled. As of 2021, the program boasts 929 dental school graduates. Of those dental school graduates, 46.6% identify as being in an historically underrepresented racial ethnicity (HURE) group, and 66.3% are women. And in the 2020 entering class at U.S. dental schools, SHPEP HURE participants had an enrollment rate 14.5 percentage points higher than HURE applicants overall.

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### **SHPEP NPO Invests in Technology, Introduces Interactive Workspace and Mentorship Program**

The Summer Health Professions Education Program (SHPEP) National Program Office (NPO) recently launched the SHPEP Interactive Workspace, powered by Higher Logic, which has replaced the former email listserv as the primary way the NPO communicates with SHPEP program site staff. The SHPEP Interactive Workspace encourages collaboration across programs sites, as it features a message board, an email digest and a document library where resources and other communications can be easily shared and accessed by all members of the community.

Recognizing the value of its substantial alumni base, in 2020, the NPO chose to support program alumni by purchasing Alabase, an online alumni engagement platform. The SHPEP Online Community, powered by Alabase, facilitates social and professional connections among past program participants. Alabase will also enable the NPO to better track and communicate with program alumni. The NPO plans to formally launch a mentorship program in 2022, which will be administered through the Alabase mentorship module.

The NPO is also proud that 160 program alumni are now serving as SHPEP Ambassadors for the 2021-2022 academic year. SHPEP Ambassadors assist the NPO with recruitment and outreach on their campuses and within their larger communities.

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## SHPEP Program Case Study Featured in AAHC Pipelines to Pathways Best Practices Initiative

A Summer Health Professions Education Program (SHPEP) case study was featured in an Association of Academic Health Centers (AAHC) Pipelines to Pathways Best Practices Initiative. In 2021, AAHC invited ADEA to participate in its Pipelines to Pathways initiative, which “aims to discover lessons learned and catalogue success factors for pathway programs.” ADEA submitted a case study highlighting SHPEP’s successful conversion from an in-person residential program to a virtual experience amid the COVID-19 pandemic. The case study, entitled “[Summer Health Professions Education Program \(SHPEP\): A Promising Model Pathway Program Preparing Diverse Pre-dental Students during a Global Pandemic](#)”, which was authored by ADEA Access, Diversity and Inclusion and the ADEA Office of Policy and Educational Research.

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## ITWS and HR Teams Create ADEA Intranet Portal

ADEA’s IT and Web Services team collaborated with ADEA’s Human Resources (HR) team to design and deploy ADEA’s Intranet portal. The portal gives staff quick and secure access to pertinent information in an easy and accessible way that eliminates searching through vast amounts of email or folders on the network. ADEA is using Microsoft 365 SharePoint technology for this purpose. The intranet was introduced first as a pilot and then launched with pages focused on HR material. Portals for ADEA’s Communications and Information Technology departments are being readied and will be deployed during the first quarter of 2022.

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## ADEA Focuses on Cybersecurity

ADEA’s IT and Web Services (ITWS) team implemented important security enhancements to ADEA’s technology services infrastructure. They include:

- **Endpoint security service**—ADEA deployed a new anti-malware service, Sophos Intercept X, on all laptops and servers. In addition to regular anti-virus features, this cloud-based service offers potential safeguards from malicious websites. ADEA has also signed up for Sophos’ Managed Threat Response service. This service provides active 24/7 threat hunting, detection and response from their Security Operations Center.

- **Firewall**—ADEA deployed new network firewalls that offer better protection and redundancy. The set of two has been configured in a high-availability mode so that if the primary unit malfunctions, the second firewall kicks into operation.
  - **Multi-factor authentication**—In order to enhance secure access to ADEA’s information resources, ITWS deployed multi-factor authentication for ADEA’s network and communication and collaboration platforms. ADEA utilizes Cisco Duo, a leading provider of security services, to safeguard access to the Microsoft 365 platform and to ADEA’s network.
  - **Security awareness**—One of the crucial parts of a proactive security strategy is user education. New staff orientation at ADEA includes IT security awareness training. Additionally, to keep staff alert and up to date with phishing scams, ADEA periodically sends out simulated phishing attacks and regularly updates cybersecurity training material provided by security awareness training provider, KnowBe4.
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## A Year of Accomplishment, Focusing on the Future

From the launch of an ambitious climate study of dental education, to the development of a multitude of reports that shed new light on dental education, to the hosting of conferences and webinars that brought together the best minds in academic dentistry, ADEA made 2021 a year of continued commitment to its members. ADEA fought for additional resources for its member organizations and invested in new technologies to better serve them. Together, we continued to navigate the challenges posed by a stubborn pandemic, finding opportunity in crisis and helping to craft and showcase innovative solutions that will improve oral health and lift up the next generation of dental educators.