

2022 ANNUAL REPORT



Message From the President and CEO

MESSAGE FROM THE PRESIDENT AND CEO

I am pleased to present the *2022 Annual Report*. I want to thank our dental education community for your steadfast support, which made our successes possible.

As we are finally putting the pandemic in our proverbial rearview mirror, ADEA is surviving, thriving and enjoying the ability to think and act rather than simply having to *react*. And it made for a productive year. We've taken the lessons and innovations of a difficult time and integrated them so that, as an organization, we are stronger and more agile than ever.

You may have heard that 2023 marks ADEA's 100th anniversary! In planning for this milestone, we aimed to honor the past, celebrate today and commit anew to the future of oral health education. For 100 years, ADEA has persisted as The Voice of Dental Education, dedicated to developing better scholars, faculty and leaders.



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

Now, we're committing to staying at the forefront of new thinking and innovation to carry us into the next century. We initiated the New Thinking for the New Century project, spearheaded by Dr. Nader Nadershahi, 2022–23 Chair of the ADEA Board of Directors.

This year, ADEA completed its inaugural dental education-wide Climate Study. We measured perceptions of the climate at dental schools and allied dental education programs in the United States and Canada to help us develop initiatives to foster a more humanistic oral health education environment.

We launched our Men of Color Initiative in 2022—a source of great pride for me. The initiative involves a series of events addressing the shortage of men of color in the health professions.

Our recruitment efforts continue to flourish. We are streamlining the ADEA GoDental Recruitment Event registration portal to make it easier to capture relevant data. Also, our 2022 ADEA GoDental Virtual Fair was a big success. We're really mastering the art of virtual engagement!

All of these efforts revolve around our desire to best serve you and identify solutions to the challenges facing oral health education, efforts you will see reflected in this *Annual Report*. In this moment, that means seeking innovative solutions that will carry us into the next 100 years.

LEADERSHIP

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

ADEA BEGINS PREPARATION OF CENTENNIAL CELEBRATION

ADEA will mark its Centennial in 2023 by honoring its past, supporting and celebrating its members today, and committing anew to the future of dental education. Founded in 1923 as the American Association of Dental Schools, ADEA is “The Voice of Dental Education” dedicated to preparing future-ready oral health professionals. With 100 years of excellence in developing better scholars, faculty and leaders in dental education, ADEA is bringing new thinking and innovation to the next century and beyond.

ADEA’s Centennial will kick off in January 2023 with a colorful logo on display on the ADEA website and elsewhere, a press release hailing this milestone and the separate (re)launch of a reinvigorated year-long #IamADEA campaign that places our members front and center as we tell ADEA’s story. ADEA plans to conduct and post interviews with key ADEA figures throughout the year, the *Journal of Dental Education* will feature special guest editorials to mark the Centennial and an upbeat “testimonial” video highlights members as they talk about what ADEA means to them. Attendees at the 2023 Annual Session & Exhibition will view micro-exhibits panels reflecting ADEA’s rich past. Additionally, ADEA TV will add a dynamic element to the 2023 Annual Session.

ADEA’s recognition of its Centennial will culminate with the Centennial Celebration Reception at the 2023 Annual Session where the organization will honor the awardees and runner ups of the ADEA President Centennial Awards for Oral Health Education, recognizing its past leaders and celebrating ADEA’s history and bright future.

NEW THINKING FOR THE NEW CENTURY

The New Thinking for the New Century Steering Committee, led by Nader Nadershahi, D.D.S., M.B.A., Ed.D., Chair of the ADEA Board of Directors, convened subcommittees in three domains:

1. Faculty and staff recruitment for dental, allied dental and advanced dental education;
2. Leadership development and succession planning; and
3. Preparing students for the future of collaborative practice.

The subcommittees currently are developing strategies for addressing issues related to these key domains.

ADEA MEN OF COLOR IN THE HEALTH PROFESSIONS SUMMIT

In 2022, ADEA launched a series of events aimed at developing solutions to combat the shortage of men of color in the health professions. This call-to-action was issued by Karen P. West, D.M.D., M.P.H., ADEA President and CEO, in the recent ADEA report on historically underrepresented racial and ethnic groups (HURE), *Slow to Change: HURE Groups in Dental Education*.

The first event, the ADEA President's Symposium on Men of Color in the Health Professions, took place at the 2022 ADEA Annual Session & Exhibition in Philadelphia, Pa. As a follow-up, ADEA hosted the Men of Color in the Health Professions Summit on Aug. 10–11 at the ADEA offices in Washington, D.C. The Summit's aim was to bring together academic health professions leaders, government agencies, health professions associations and other key stakeholders to develop a consensus statement, coalition statement and action plan in support of men of color entering the health professions.

Sponsored in part by the Robert Wood Johnson Foundation, the Summit featured keynote speaker David Satcher, M.D., Ph.D., the 16th Surgeon General of the United States and Founding Director and Senior Advisor of the Satcher Health Leadership Institute at the Morehouse College School of Medicine, who discussed the state of men of color in the health professions and provided inspirational words of wisdom, which aided in beginning the Summit's brainstorming activities. Additionally, Christina Rosenthal, D.D.S., Founder of Determined to be a Doctor Someday (D.D.S.) pathway program, hosted a conversation around pathway programs during day two.

Dr. West and Nader Nadershahi, D.D.S., M.B.A., Ed.D., Chair of the ADEA Board of Directors, gave welcoming remarks. Ryan Quock, D.D.S., Distinguished Teaching Professor, UTHealth Houston School of Dentistry and ADEA Past Chair of the Board of Directors; Todd Ester, D.D.S., M.A., Assistant Dean for Diversity, Equity and Inclusion, University of Michigan School of Dentistry; Herminio Perez, D.M.D., M.B.A., Ed.D., Assistant Dean of Student Affairs, Diversity & Inclusion, Rutgers School of Dental Medicine; and Sonya Smith, Ed.D., J.D., ADEA Chief Diversity Officer, aided in facilitating sessions and dialogue during the event.

The overarching goal was for Dr. West to present the Summit's findings to the health profession leaders of the Federation of Associations of Schools of the Health Professions.

ADEA MEN OF COLOR IN THE HEALTH PROFESSIONS UPDATE AND RESOLUTION

On Oct. 5, 2022, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, met with the Federation of Associations of Schools of the Health Professions (FASHP) to present the draft *Men of Color Consensus Statement (MOCCS)* that was drafted by participants of the ADEA Men of Color Summit in August 2022. The FASHP Presidents and CEOs were enthusiastic about the consensus statement and expressed gratitude for the work completed by the August 2022 MOC Summit representatives. They each stressed the important timing of the consensus statement and how it integrates well with their associations' current initiatives to increase men of color in the health professions. They also voiced support for working within their organizations to bring attention to and raise the profile regarding the lack of men of color in the academic health professions, starting with their boards of directors. As next steps, the Presidents and CEOs agreed to discuss the consensus statement, hold a vote to adopt it as part of FASHP at their respective associations and to issue press releases with their boards of directors and/or principal officers.

To align with the work of the other FASHP associations, members of the ADEA Diversity and Inclusion Advisory Committee convened a Men of Color in the Health Professions Resolution Subcommittee and with the assistance of Nader Nadershahi, D.D.S., M.B.A., Ed.D., Chair of the ADEA Board of Directors, Dr. West and Sonya Smith, Ed.D., J.D., ADEA Chief Diversity Officer, drafted a Men of Color in the Health Professions resolution, which was submitted for ADEA Board of

Directors consideration on Dec. 1. The resolution was approved by the ADEA Board of Directors in January 2023 and has been submitted for consideration and adoption by the ADEA House of Delegates in March 2023.

ADEA CONDUCTS LEADERSHIP INSTITUTE, PHASE II

In September 2022, ADEA's Office of Advocacy and Government Relations (AGR) conducted the ADEA Leadership Institute's (LI) Phase II on the importance of advocacy skills for leaders in dental education. The sessions lasted over four days and included presentations by each AGR team member on various aspects of their role in ADEA advocacy and why effective advocacy is an important arrow in a leader's quiver.

Speakers from outside of ADEA briefed the LI Fellows on issues that they would discuss with their members of Congress on the last day of the gathering. From the Health Resources and Services Administration, Jennifer Holtzman, D.D.S., spoke about federal support for oral health workforce programs, and Yehuda Sugarman, Director of Congressional Affairs for the American Association of Dental, Oral and Craniofacial Research, spoke to the importance of funding for dental and craniofacial research to the profession.

Sean Loughlin, former ADEA Chief Communications and Marketing Officer, provided information and insight on how to speak to news media and others inside and outside the academic institution and how to refine key messages so that you "fear no question."

Finally, the LI Fellows heard an election analysis from Jessica Taylor, Senate & Governor Race Editor for the *Cook Political Report*. Taylor provided an insightful and up-to-the-minute description on what the political landscape looked like. After practicing their "elevator speech" in support of funding for oral health workforce programs and for oral and craniofacial research, the LI Fellows were the voice of dental education in various meetings on Capitol Hill with their members of Congress.

ADEA, OTHER ORGS COMMENT ON DEPARTMENT OF EDUCATION STUDENT LOAN FORGIVENESS REGULATION

ADEA joined the American Council on Education (ACE) and 23 other higher education associations in commenting on an U.S. Department of Education's (ED) Notice of Proposed Rulemaking (NPRM) issued in July 2022 on changes to student loan programs administration. The groups noted the delay on a much-needed overhaul of the student loan system, writing that the proposed rules were the "best available way to assist borrowers" apart from a legislative solution.

The NPRM and our comments covered several topics, most relevantly proposing new rules dealing with the Public Service Loan Forgiveness (PSLF) program. In October 2021, ED instituted temporary waivers, process to last one year, allowing it to make modifications to the existing program administration to process forgiveness requests more quickly and to be able to count more payments as "qualifying payments," moving many closer to the required 120 monthly payments. The proposed rule seeks to codify those temporary authorities in a rule to make them permanent. The comments applauded ED for including in the NPRM provisions that will place many of these changes into a departmental rule, thus effectively making them permanent changes to administrative policy. The comments also suggested that other graduates who should be eligible for PSLF relief be included, including health care professionals who are working under a contract or at for-profit hospitals.

The [final rule](#) was issued on October 31, 2022.

ADEA, OTHER ORGS SUBMIT AMICUS BRIEF IN SUPREME COURT ADMISSIONS CASES

ADEA joined the Association of American Medical Colleges and 45 health professions and education organizations in an *amicus curiae* brief to the Supreme Court of the United States in support of the limited consideration of an applicant's racial or ethnic background or experiences in higher education admissions in the *Students for Fair Admissions (SFFA) v. Harvard and Students for Fair Admissions v. University of North Carolina (UNC)* cases before the Court this fall. The SFFA's suits

against Harvard and UNC challenge the limited consideration of race and ethnicity in higher education admissions, the constitutionality of which has been upheld by the Supreme Court repeatedly for more than 40 years. The court heard the cases on Oct. 31, 2022.

While the plaintiffs ask the high court to overrule longstanding Supreme Court precedent, the AAMC supports the current rule of law. The amicus brief focuses on the particular importance of racial and ethnic diversity in the health professions in classrooms, labs, and clinical settings to improve the overall health of the nation.

ADEA believes that the racial and ethnic background of applicants to dental or allied dental education programs are inextricably linked to their identity, experience and possibly even career choice. All applicants deserve to be able to apply to an institution of higher education in a way that reflects their full personal history.

A decision from the Court is not expected until the spring 2023.

INCLUSIVE ENVIRONMENT

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

ADEA RELEASES KEY FINDINGS OF CLIMATE STUDY

In January 2022, ADEA launched its inaugural [Climate Study](#) and invited U.S. and Canadian dental schools and allied dental programs to participate in the study at no cost. Nonprofit HR, an external consulting group, worked with ADEA staff and the ADEA Collaborative on Dental Education Climate Assessment (ADEA CDECA), which is composed of ADEA members, to develop the survey instrument, collect the data, analyze the data and lead focus groups. The climate study was made available in English, French and Spanish and measured the perceptions of students, faculty, staff and administrators in 10 key areas: overall climate, well-being, sense of belonging, inclusive environment, humanistic environment, inclusive culture, welcomeness, equitable policies and practices, cultural competence and harassment and discrimination.

Additionally, this landmark Climate Study included 305 total participants included 88% (66 total) of eligible U.S. and Canadian dental schools, a total of 179 ADEA allied dental education programs (75% eligible) and 60 non-member allied dental education programs (25% of all non-member allied dental education programs). With the assistance of our deans, allied dental education program directors and ADEA's dedicated volunteer members, ADEA surveyed 54,842 faculty, students, staff and administrators, capturing 18,666 unique responses from 15,995 survey participants for a participation rate of over 29.19%. This baseline data will be used for future comparative analysis. ADEA and the participant schools and programs will spend the next year working collectively to develop strategic initiatives to foster a more humanistic dental education environment.

In October 2022, each dental school and allied dental education program participating in the study received customized copies of their individual participants

data which was reported in the aggregate to protect the anonymity of participants. These individualized, confidential Climate Study reports were sent to participating dental school deans and allied dental program directors via a secure platform. In November 2022, Phase 2 of the climate study was completed with the finalization and submission of the *ADEA Climate Study Report* to the ADEA CEO and President by Nonprofit HR.

In fall 2022, Nonprofit HR consultants presented key findings to the ADEA Board of Directors; ADEA Diversity and Inclusion Advisory Committee; dental school deans; ADEA CDECA members; and participants at the ADEA Diversity, Equity, Inclusion and Belonging Workshop. [A summary of high-level key findings and related data tables are available on the ADEA website.](#)

Additionally, ADEA facilitated an ADEA eLearn webinar in November 2022 open to ADEA members and non-members. A similar webinar was held in January 2023 for the Canadian dental schools and allied dental education programs. In 2023-2024, reports and articles based on the 2022 climate study data will be published in *ADEA's Journal of Dental Education*. In January 2023, the ADEA Climate Study entered Phase 3 with ADEA staff working closely with Nonprofit HR consultants to develop toolkits, strategic roadmaps, and sharing best practices to support a more humanistic environment. This includes the integration of strategic initiatives to address key findings at the dental school/allied dental education program levels and across dental education. Overall, 305 or 80% of eligible ADEA dental schools and allied dental education programs participated in the study. Thus, with their continued support and commitment, the collaborative efforts of academic dentistry and on-going Climate Study work have the potential to significantly change the landscape of dental education over the next decade.

ADEA AND OTHERS OFFER WEBINAR, “WHAT’S NEXT FOR TITLE IX?”

On July 20, 2022, ADEA Access, Diversity and Inclusion (ADI) and Advocacy and Government Relations (AGR) held the “What’s Next for Title IX?” webinar which focused on the Biden-Harris administration’s announcement that the Department of Education (ED) would review Title IX regulations and release a new proposed rule. Title IX of the Education Amendments of 1972 is a law that prohibits discrimination on the basis of sex in any federally funded education program. The

proposed rule is expected to be sweeping and address key issues, such as how transgender students will be treated under Title IX and how schools must handle allegations of sexual harassment and sexual assault.

The speakers included Anne Meehan, J.D., Assistant Vice President, Government Relations, American Council on Education (ACE); Sheela Raja, Ph.D., Associate Professor and Clinical Psychologist, University of Illinois Chicago College of Dentistry; and Scott Schwartz, D.D.S., M.P.H., Assistant Professor, Cincinnati Children's Hospital Medical Center. The session was moderated by three ADEA staff members Sara Bendoraitis, M.S., Director of Diversity, Equity and Inclusive Learning; Bridgette DeHart, Director of Federal Government Relations and Advocacy; and Brian Robinson, Program Manager.

ADEA HOLDS DIVERSITY, EQUITY, INCLUSION AND BELONGING WORKSHOP

The Diversity, Equity, Inclusion and Belonging (DEIB) Workshop on Oct. 26, 2022, in St. Louis, MO, was a joint symposium of the ADEA Office of Access, Diversity and Inclusion and the *ADEA Journal of Dental Education (JDE)*, featuring scholars and authors from the September 2022 *JDE* special issue on expanding and improving social justice, equity, access, diversity, inclusion and health equity in the academic health professions and oral health. Focusing on lessons learned, the *JDE* special issue is forward thinking in its effort to drive change and present contemporary solutions necessary to address the difficult systemic challenges related to anti-racism, gender equity and equality for all persons.

The theme of the Workshop was *Impact 2030: Building a Culture of Inclusivity*. Reed Tuckson, M.D., FACP, gave the keynote presentation, "The Evolving Challenges of Diversity and Inclusion for Contemporary Health Professional Education." Dr. Tuckson presented the significant, and rapidly evolving, contextual landscape of American society and the related implication for population health. His keynote highlighted the challenges and opportunities for advancing comprehensive health care for people of color and other marginalized groups.

Nonprofit HR also presented key findings from the ADEA Climate Study, followed by a panel discussion that featured representatives from the ADEA Collaborative on Dental Education Climate Assessment. The panelists discussed potential climate

study implications and key take aways. Additionally, they highlighted how the survey findings and related data have been used on their campuses.

Eight concurrent breakout sessions were also offered as part of the DEIB workshop by JDE special issue article authors. The authors were distinguished experts on a range of topics, including antiracism and structural competency, recruitment and admissions practices, gender equity and opportunities for the LGBTQ+ community, strategies to increase faculty of color, and access to oral health care for vulnerable populations.

The DEIB workshop had 179 registrants, which surpassed the goal of 160. The last in-person DEIB workshop in 2019 had 138 registrants. Additionally, 31 posters were presented at the workshop.

ADEA FALL MEETINGS DIVERSITY PLENARY SESSION

A joint plenary session, “Faculty Diversity, Equity and Inclusion in Academic Dentistry: Analyzing the Past and Present to Shape the Future” was presented at the 2022 ADEA Fall Meetings on Oct. 27 in St. Louis, MO. The session provided a panel discussion where Lisa Cain, Ph.D.; Michelle Brady, B.D.S.; Marita Inglehart, Dipl. Psych., Dr. phil., Dr. phil. habil.; and Emilia Istrate, Ph.D., M.A.I.S., discussed achieving dental faculty diversity and inclusion as diversity, equity and inclusion are essential for achieving excellence in teaching, research and clinical care in dental institutions.

The presentation was based on their article from the September 2022 issue of the *ADEA Journal of Dental Education*, “Faculty Diversity, Equity and Inclusion in Academic Dentistry: Revisiting the Past and Analyzing the Present to Create the Future.” The session engaged attendees with discussion of trends in the diversity of faculty from historically underrepresented racial/ethnic (HURE) backgrounds and/or women; the challenges and best practices related to achieving diversity by recruiting, retaining and promoting faculty from HURE backgrounds; the challenges and proposals for best practices in promoting and increasing the number of women in leadership positions; and proposals for best practices in creating an inclusive and equitable environment for the retention and promotion of women and faculty from HURE backgrounds.

OFFICE OF ACCESS, DIVERSITY AND INCLUSION

PRESENTATIONS AND PUBLICATIONS IN 2022

Presentations

- Sara Bendoraitis, M.S., and Sonya Smith, Ed.D., J.D. Presenters. The Importance of Inclusive Language. ADEA staff virtual training. June 10, 2022
- Pam Berry-Banks, D.H.A., and Tony Mancuso. Presenters. Beyond the Pandemic: A Time for Enthusiasm and Growth. 32nd Annual Society of American Indian Dentists national conference. June 24, 2022
- Sara Bendoraitis and Lorenzo Shaw-Graham, Facilitators. Educating Health Professions Educators to Address the “isms.” Interprofessional Education Collaborative (IPEC) meeting. June 27, 2022.
- Pam Berry-Banks. Facilitator. Student Town Hall, Summer Health Professions Education Program Site-Visit Columbia University. July 7, 2022.
- Pam Berry-Banks. Facilitator. Student Town Hall, Summer Health Professions Education Program Site-Visit Rutgers, The State University of New Jersey. July 8, 2022.
- Karen West, D.M.D., M.P.H., Angelo Lee, M.Ed., and Dr. Pam Berry-Banks, Presenters. ADEA Access, Diversity, and Inclusion Update. 109th National Dental Association Convention. July 14, 2022.
- Sara Bendoraitis, Bridgette DeHart, and Brian Robinson, Moderators. What’s Next for Title IX? ADEA webinar. July 20, 2022.
- Pam Berry-Banks, Facilitator. Building Relationship and Forming Communities. 2022 SHPEP Alumni Board Retreat. August 3-4, 2022
- Sara Bendoraitis. Presenter. *Importance of Inclusive Language: Understanding LGBTQ Identities*. ADEA staff virtual training. Sept. 8, 2022.
- Sonya Smith, Roman M., Cheng J., & Johnson M. Panel. *Best Practices in DEIB Healthcare Practices*. Health Equity and Inclusion Conference. Sept. 14, 2022.
- Sara Bendoraitis. Presenter. *What’s Your Default?* ADEA DIEB Workshop. Oct. 26, 2022.
- Sonya Smith and Dr. Jean C. Sinkford. Poster Presentation. *Gender equality in the 21st century: Overcoming barriers to women’s leadership in global health*. 2023 ADEA Diversity, Equity, Inclusion, and Belonging Workshop/Journal of Dental Education Symposium. Oct. 27, 2022.
- Pamela Berry-Banks. Poster Presentation. Does a state consent decree really reduce barriers to African-American higher education health professional enrollment? 2023 ADEA Diversity, Equity, Inclusion, and Belonging Workshop/Journal of Dental Education Symposium. Oct. 27, 2022.
- Sara Bendoraitis. Moderator. *Beyond Safe: How to Walk the Talk?* ADEA webinar. Nov. 10, 2022.
- Sara Bendoraitis. Moderator. *2022 ADEA Climate Assessment Key Findings*. ADEA webinar. Nov. 15, 2022.

- Shelvia English. Presenter. *Where do I fit in? Promoting Cultural Competence and DEIB at ADEA*. ADEA Staff virtual lunch and learn training. Dec. 7, 2022

Publications

- Smith SG, Banks PB, Istrate EC, Davis AJ, Johnson KR, West KP. Anti-racism structures in academic dentistry: Supporting underrepresented racially/ethnically diverse faculty. *J Pub Health Dent* 82 (2022):103-113.
- Sinkford, J.C., Smith, S.G. Introduction to this special issue. *J Dent Educ.* 2022;86:1051-1054. <https://doi.org/10.1002/jdd.13074>
- Smith, S.G., Sinkford JC. Gender equality in the 21st century: Overcoming barriers to women's leadership in global health. *J Dent Educ.* 2022;86:1144-1173. <https://doi.org/10.1002/jdd.13059>

EDUCATIONAL PATHWAYS AND ADEA HURE MSI ADVISORY WORKSHOP CONDUCT HURE NEEDS ASSESSMENT ON ADEA APPLICANT RESOURCES

As part of ongoing work around updating the ADEA Official Guide to Dental Schools (OG) and the ADEA Dental School Explorer (DSE) to better serve the needs of historically underrepresented racial and ethnic groups (HURE) applicants, in June 2022, Educational Pathways staff met with members of ADEA Communications and Membership to propose a series of changes to both resources, changes that were proposed with help from the recently formed ADEA HURE Minority Serving Institutions (MSI) Advisory Group. Some of the proposed changes include updates to the data tables, financial aid information and overall layout (e.g., offering a viewbook, including more imagery and student testimonies) in the OG and additional filter options in the ADEA DSE.

ASSIST MEMBER INSTITUTIONS

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

ADEA ELEARN CELEBRATES FIFTH ANNIVERSARY

Launched in 2017, ADEA eLearn has provided over 100 free webinars to ADEA members since its inception. With a wide variety of topics offered, ADEA eLearn strives to share innovative solutions for the needs of a rapidly changing dental education environment. In 2022, the most popular webinar was entitled, “Caries Management Competency: Implementation of This New CODA Requirement,” which shared the educational approach that four institutions took when satisfying this new standard.

ADEA AADSAS CELEBRATES 50-YEAR ANNIVERSARY

Launched in 1972, ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) celebrated 50 years of service with recognition at the 2022 ADEA Fall Meetings. During the ADEA Section on Admissions, Financial Aid and Student Affairs (AFASA) sessions, dental school admissions representatives were able to view a display of historical application information and other memorabilia. There was a champagne toast during the ADEA Joint Reception with remarks from Karen West, D.M.D., M.P.H., ADEA President and CEO, and Carolyn Booker, Ph.D., ADEA Chief of Educational Pathways. Chonte James, ADEA Director of the Predoctoral Application Service, was recognized for her 30-plus years of service to ADEA and ADEA AADSAS.

EDUCATIONAL PATHWAYS DEVELOPS NEW DIRECTORIES

Educational Pathways has been working with Bravery Media, a higher education website design and digital strategy company, to develop new search and program directories for 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). The directory is now formally known as the “CAS Program Finder.” The ADEA DHCAS and ADEA CAAPID Program Finders, are [now available](#). The ADEA PASS Program Finder will be available prior to the start of the 2023 application cycle.

EDUCATIONAL PATHWAYS HOLDS THIRD ANNUAL ADEA CAAPID VIRTUAL FAIR

The third annual ADEA CAAPID® (ADEA Centralized Application for Advanced Placement for International Dentists) Virtual Fair took place Dec. 1, 2022, attracting 1,882 registrants and 779 attendees during the scheduled programming. The event hosted 33 programs and highlighted three new on-demand videos on “Faculty Insight & Information on the Application Process”, “Low GPA & High Hope: Personal Application Stories” and “The Five Mistakes We Make in the Application Process”. The post event survey engaged 182 registrants representing a 23% response rate, who rated the overall event at excellent or good at 94%.

EDUCATIONAL PATHWAYS PRESENTATIONS IN 2022

- Chonte James presented at the National Association of Advisors in the Health Professions (NAAHP) annual meeting in Denver on June 17, 2022. The topic of the presentation was “When You Wish Upon an Audit! Revealing Insights from a Full Review of the ADEA AADSAS Application”.
 - Elizabeth Johnson, M.S., co-presented with Amish Singh, D.D.S., Director of Diversity Programming from the University of Colorado School of Dental Medicine, on “Using DiSC to Help Students Align Professional and Personal Development When Determining the Best Career Fit”.
 - Jessica O’Keefe presented on “Are You Speaking Student? Aligning Data and Communications to Serve Students, Schools, and Your Organization” at the 2022 Liaison Centralized Application Services Summit and the Experience: Liaison User Conference in Boston on July 27–28. The presentation shared strategies ADEA has implemented using Liaison’s Enrollment Marketing Platform (EMP) to evaluate and customize inquiry forms and communications to improve the student experience and organizational data.
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ADMISSIONS OFFICERS CONDUCT AUDIT OF ADEA AADSAS APPLICATION, MAKE RECOMMENDATIONS

A group of ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) admission officers completed a year and a half audit of the ADEA AADSAS application. The goals were to ensure the ADEA AADSAS application did not place an undue burden on applicants and that dental school admission officers had the information needed to adequately evaluate applicants for admission into their program. The audit's results did not reveal any major changes needed to the application; however, some recommendations included adding language in the Help Center to clarify instructions for applicants, especially around completing the Experiences Section and Experience Type; creating a guideline document in the future for advisors about writing a Letter of Evaluation for a dental school applicant; adding the Canadian provinces in the standard state lookup list in the application; and reviewing and updating the course subjects and standard occupation classifications.

EDUCATIONAL PATHWAYS HOSTS WEBINAR ON CRIMINAL BACKGROUND CHECK FOR CAS

ADEA Educational Pathways hosted a webinar on June 9, 2022, on Criminal Background Check for all Centralized Application Services with over 50 individuals attending. Suzi Arant from Certiphi Screening Inc. presented and covered the following topics:

- Communicating with applicants on information collected and delivery of results,
 - Screening services included in the background check,
 - Reporting filter options available to participating schools and
 - Managing the background screening and best practices for reviewing results.
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ADEA CONNECT ADDS NEW CHAT FEATURE

ADEA Connect, ADEA's online platform that allows members to collaborate with their colleagues, started a new feature that allows members to get help with platform-related questions via real-time chat conversations. ADEA debuted this

service at the 2022 ADEA Diversity, Equity, Inclusion and Belonging Workshop and Fall Meetings conference. Attendees appreciated that they could have their questions answered in real-time without having to leave their respective sessions.

ADEA ALLIED DENTAL PROGRAM DIRECTORS SURVEY

ADEA launched the 2022 ADEA Allied Dental Program Directors Survey in November 2022. This survey, conducted in alternating years, collects data on salaries, faculty appointments, vacant and lost positions and workloads. Results are used by program directors in program improvement. A summary report with an interactive dashboard is posted on the ADEA website.

ADEA LAUNCHES ADEA CONNECT AMBASSADOR PROGRAM

With the ambassador role formally added to the responsibilities of the Secretary position for ADEA Section and Special Interest Groups, ADEA developed a program that includes resources to help ambassadors manage their respective communities. These include a bank of seed questions to prompt community engagement, a dedicated community and bi-monthly meetings. In addition, a contest exclusively for ambassadors was held in December 2022 and six winners (two each for dental school members, allied members and student members) received free registrations to the 2023 ADEA Annual Session & Exhibition.

ADEA 2022 NEW ALLIED DENTAL PROGRAM DIRECTOR MENTORING PILOT PROJECT

Rebecca Stolberg, RDH, M.S., ADEA Vice President of Allied Dental Education and Faculty Development, piloted a new virtual mentoring program for 24 new allied dental program directors. Participants attended monthly to hear an expert speak on a topic chosen from their list of requests. Participants networked in their private ADEA Connect community and sessions were recorded and available in their community library for later viewing. Excellent participant feedback helped make this program permanent.

ADEA UPDATES GRADUATE DENTAL HYGIENE PROGRAM AIMS AND OUTCOMES

Approved by the ADEA 2021 House of Delegates and in collaboration with the American Dental Hygienists' Association (ADHA), the ADEA Graduate Dental Hygiene Program Aims and Outcomes provide updated (from 2011 guidelines) guidance for graduate programs in dental hygiene.

Graduate education in dental hygiene is imperative to develop a cadre of dental hygiene specialists who advance the profession, assume leadership roles in health care and education, elevate the profile of dental hygiene on multidisciplinary teams and develop scholars who generate and disseminate knowledge. Dental hygiene graduate education should be multifaceted, composed of theory and practical application, and be based on a body of knowledge specific to the discipline of dental hygiene and the roles of the dental hygienist. In addition, a master's degree program in dental hygiene must meet the diverse needs and interests of the profession and its students, as well as prepare graduates to meet the complex oral health needs of a diverse population.

ADEA UPDATES ENTRY-LEVEL COMPETENCIES FOR ALLIED DENTAL PROFESSIONALS

The new 2022 ADEA Entry Level Competencies for Allied Dental Professionals updates the 2012 version and for the first time presents foundational competencies relevant to all allied dental professions.

The dental workforce is comprised of dental assistants, dental hygienists, dental laboratory technicians, dental therapists, dentists and all advanced and future dental practitioners. All dental health care providers collaborate with one another and related professionals to deliver continuing oral care and support patients by addressing health care issues affecting society. They are members of interprofessional and intraprofessional teams, emphasizing evidence-based practice, quality assurance and informatics. Therefore, it is logical that foundational competencies cross over all professions. These foundational competencies are followed by competencies specific to each profession.

This document will go to the ADEA 2023 House of Delegates for approval.

ADEA RELEASES DENTISTS OF TOMORROW 2022

In September 2022, ADEA published the annual summary report titled, *Dentists of Tomorrow 2022*. The [survey report](#) examines the journey of the U.S. dental schools' predoctoral senior class of 2022, from its influences and motivations to pursue careers in dentistry and the students' perceptions of their dental school experience to their plans upon graduation and the investment in their careers. For the first time, the analysis examines the preferences and decisions of the senior students by demographic generation, focusing on Generation Z. Whenever feasible, the analysis compares the answers of the 2022 survey respondents with their 2017 counterparts.

Furthermore, this assessment aims to understand the journey of historically underrepresented race and ethnicity (HURE) predoctoral senior students by comparing the responses of the overall other race and ethnic cohorts. This research considers the following four race and ethnicity categories to be part of HURE: non-Hispanic African American, Hispanic or Latino of all races, non-Hispanic American Indian or Alaska Native, and non-Hispanic Native Hawaiian or Other Pacific Islander. The summary report is available for download, as well as an online storyboard with the charts in an interactive format.

Accompanying the summary report, ADEA published a more extended analysis of the 2022 results in the October 2022 issue of the *Journal of Dental Education*. This article is accessible by ADEA members at no cost on the [JDE website](#). ADEA will launch the 2023 edition of the U.S. Senior Survey toward the end of the first quarter of 2023.

ADEA CUSTOMIZED U.S. DENTAL SCHOOL SENIOR SURVEY 2022

ADEA created individualized reports with the results of each U.S. dental schools' 2022 ADEA Survey of U.S. Dental School Seniors Survey. A school report compares the results based on the student's responses at the school with the national results. The reports are available only with the respective school dean's approval.

ADEA CANADIAN SENIOR STUDENTS SURVEY 2022-23

After a hiatus of three years, ADEA has been working on redesigning and launching the ADEA Survey of Canadian Dental School Seniors. The survey will ask for feedback from graduating seniors (Class of 2023) in participating institutions on a range of topics, including their background, reasons for pursuing dentistry, preparedness to practice, educational debt, financing their education, plans after graduation, licensure and well-being.

The survey has been redesigned in collaboration with deans at participating Canadian institutions. The survey will be administered in English and French based on the institutions' geographic location. The data generated from the survey will provide a pulse of graduating senior students' sentiments on critical topics and inform programmatic and policy decision-making.

ADEA CONTINUES WORK ON AWS-SUPPORTED DATA PLATFORM

ADEA is working with a vendor to build an Amazon Web Services (AWS)-supported research data platform. In June 2022, ADEA Office of Policy and Educational Research (OPER) selected a vendor to implement and support an AWS-based data infrastructure. This was a crucial milestone in the four-year ADEA Research Data Infrastructure project. The vendor will operationalize the proof of concept and processes the ADEA research team designed over the prior six months for the data platform. The project implementation began in July 2022.

In September 2022, the foundation for the research data platform was finalized, including secure databases, file storage, data access and data loading processes. The new infrastructure has already been used to integrate and analyze the 2022 dental school application data and will be used for all data management activities. Beginning in September 2022, the vendor has been working with the OPER staff to migrate, standardize and integrate decades of historical research data about applicants, students, faculty, and dental education programs into the platform.

The project's first phase is planned to be completed by June 2023. As a result, OPER staff will have a unified, well-documented centralized data storage, with linkage among datasets and years of data. This will allow for more efficient access to high-quality research data, improving OPER's ability to respond to member requests and conduct its analyses. After the end of this phase, the ADEA research team will work with the vendor to prepare the data platform for direct, curated access for the leadership of member institutions for timely, accurate and valuable data for benchmarking and research purposes.

ADEA U.S. DENTAL SCHOOL APPLICANTS AND ENROLLEES REPORT

The ADEA Office of Policy and Educational Research (OPER) compiles comprehensive data annually and publishes an annual report on *U.S. Dental School Applicants and Enrollees*. The next iteration of the project for the *Class of 2022* is underway. The upcoming report will analyze data from the ADEA AADSAS® (ADEA Associated American Dental Schools Application System) and Texas Medical & Dental Schools Application Services (TMDSAS). An accompanying spreadsheet report will also provide a comprehensive view of applicants to and first-time, first-year enrollees in the 2022 U.S. predoctoral dental school entering class. In 2023, much of the process for generating the data and reports have been migrated to the newly launched AWS-supported research data platform.

ADEA RELEASES A COMPILATION OF STATE TELEDENTISTRY REGULATIONS

In February, ADEA Advocacy and Government Relations (AGR) released a compilation of state teledentistry statutes and regulations. This new resource compiles state laws and regulations that are relevant to teledentistry, including those that address issues related to permissible practices, Medicaid reimbursement and private payer reimbursement.

Additionally, this new resource includes a chart that compares common state teledentistry/telehealth policies. This chart can be used as a companion to the compilations and as quick reference tool for those seeking a brief overview or comparison of permissible practices related to teledentistry in each state.

These materials can also be used as a companion to ADEA's Policy Research Series report, *Teledentistry: Innovation to Improving Access and Delivery to Oral Health Care Services in Dental Education*. This report 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. The report provides information about the benefits of including teledentistry in dental education and continuing to expand this important field.

ADEA CONDUCTS ADEA CHAPTERS SURVEY AND NOTEWORTHY THEMES

Every other year, ADEA's Access, Diversity, and Inclusion staff sends an ADEA Chapter survey to ADEA Chapters for Students, Residents and Fellows (ADEA Chapters) presidents to evaluate the effectiveness of ADEA Chapters. For 2022, the ADEA Chapter survey was updated and sent to all registered ADEA Chapter officers (presidents, vice presidents, secretaries and treasurers). In the fall, the survey was sent to about 195 students and of that a total of 64 responses were collected, a 32.8% response rate.

Several noteworthy themes emerged throughout the survey, including that respondents indicated that their involvement in their ADEA Chapter increased their interest in academic dentistry. Also, when asked what industry-related topics students wish to learn more about, the top three were residency applications, becoming a faculty member, and financial aid resources. Some of the challenges that ADEA Chapters experienced during the 2021-2022 academic year included fundraising; student involvement; and COVID-19 impact on attendance, food and in-person event options competing with American Student Dental Association events. In terms of communication, most respondents said they do not use ADEA Connect and 18.5% do not know what ADEA Connect is. Lastly, about 45.0% do not use the ADEA Chapter Toolkit on the ADEA website.

The feedback students provided can help ADEA to further shape and improve student engagement across ADEA Chapters.

INAUGURAL ADEA CHAPTER OFFICER VIRTUAL TOWN HALL MEETING

On Nov. 9, the ADEA Council of Students, Residents and Fellows (ADEA COSRF) Admin board hosted their first national ADEA Chapter Officer Town Hall geared toward ADEA Chapter officers and advisors, district commissioners and ADEA COSRF liaisons. Webinar speakers included Dr. Nader Nadershahi, D.D.S., M.B.A., Ed.D., Chair of the ADEA Board of Directors; Karen West, D.M.D., M.P.H., ADEA President and CEO; and the ADEA COSRF administrative board members.

The ADEA eLearn webinar began with welcome remarks from the ADEA COSRF Chair and Dr. West. Next, Dr. Nadershahi presented the New Thinking for the New Century initiative and its aims, and the remainder of the webinar included highlights of key themes from the ADEA Chapter survey, ADEA COSRF governance and opportunities for district and national involvement, promotion of the 2023 ADEA Annual Session & Exhibition and a Q&A to share insights on various students' experiences across ADEA.

INNOVATION & EXCELLENCE

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

ADEA MICRO-CREDENTIALING OFFERS GROWTH AND RECOGNITION OPPORTUNITIES

Responding to the need of dental educators to be recognized for their individual growth and mastery of skills, the ADEA Micro-credentialing program launched in March 2022. This portfolio-based assessment program is designed to validate that individual skills have been put into practice and share those achievements with the wider dental education community. Five high-value micro-credentials are currently available to membership, with more to be added over time. They include:

- Developing a Teaching Philosophy,
- Facilitating Small Group Learning,
- Promoting an Inclusive and Humanistic Environment,
- Promoting Critical Thinking and
- Technology Integration in the Didactic Setting.

SHPEP RECEIVES GRANT FOR NEXT TWO YEARS

The Robert Wood Johnson Foundation (RWJF) has awarded the Summer Health Professions Education Program (SHPEP) a grant for the next two years, differing from the past where SHPEP was awarded the grant on an annual basis. SHPEP is a free, national program for students to explore their interests in medicine, dentistry, nursing, optometry, pharmacy, physical therapy, public health and more. It is funded by RWJF with direction and technical assistance provided by the Association of American Medical Colleges (AAMC) and ADEA.

There were 953 matriculants for the 2022 summer sessions, which used three modes of learning: fully virtual, fully in-person or two weeks virtual and four weeks in-person (hybrid). Some sites noticed a drop in numbers after moving to in-person

options. Organizers believe there was a group of individuals who needed to work simultaneously and were therefore unable to be away from home for six weeks.

SHPEP LAUNCHES NEW SCHOLARSHIP PROGRAM WITH TWO RECIPIENTS

The launch of a new Summer Health Professions Education Program (SHPEP) scholarship, the Sherket B. Peterson Scholarship for Research & Innovation, occurred Aug. 1. Dr. Peterson is a Minority Medical Education Program (MMEP) alumna who created the scholarship to support and recognize outstanding, full-time historically underrepresented racial and ethnic groups students who have participated in SHPEP and demonstrate a drive to succeed in their pursuit of a health professions career, leadership and a passion to create change in their community. The \$3,000 scholarship includes a one-year mentorship from Dr. Peterson. A private donor has matched Dr. Peterson's gift, affording two awardees.

ADEA and Association of American Medical Colleges collectively reviewed the applications, selecting seven finalists for Dr. Peterson to review and select the two awardees. The scholars are Johan Portillo, a 2021 SHPEP alum from the University of Alabama site and Jacques Calixte, a 2022 alum from the University of Columbia site.

ADEA PARTICIPATES IN 2022 HEALTH PROFESSIONS WEEK

ADEA participated in Health Professions Week, a nationwide collaboration between today's health care and education organizations designed to provide reliable, accessible resources to explore careers in the health professions. Geared toward high school students, it is an opportunity to explore 20+ unique career options. HPW took place Nov. 5-11, 2022 with a week full of programming and other engagement activities. The event had 2,500 registrants the day before it began with a goal of 4,000 registrants by the start of the week.

ADEA supported the event in multiple ways, including securing students to participate on the LGBTQ+ Student Panel and BIPOC Student Panel. ADEA also created three videos to support on-demand programming for the event that included Juliette Daniels, Ed.D., University of Detroit Mercy School of Dentistry, on

Being Flexible & Resilient; Amisha Singh, D.D.S., University of Colorado School of Dental Medicine on Finding Your Career Fit; and Timothy Treat, D.D.S., Indiana University School of Dentistry on his Pathway to Teaching Dentistry. ADEA also had the opportunity to share a student experience and selected Jaerae Dell, University of Michigan School of Dentistry, who shared why he chose dentistry. ADEA also hosted a three-hour student panel in our virtual booth showcasing four dental students from East Carolina University School of Dental Medicine and Howard University College of Dentistry as well as a dental hygiene educator from Reed College.

ADEA WORKS WITH NSHSS TO CREATE EMAIL AND SOCIAL MEDIA CAMPAIGN

ADEA engaged with the National Society of High School Scholars with an email and social media campaign. One campaign focused on students, “Invest in YOURSELF With Experiences to Further Your Dental Career Journey”, and another focused on parents, “Tips to Help Your Student Further Their Dental Career Journey”. This outreach had tips on how to engage with ADEA as well as ideas on what students can do in high school to learn more about the profession and gain experience.

The student email reached 86,000 unique opens and the parent email reached 90,000 unique opens, with SHPEP and ADEA GoDental Instagram as the top clicks. This campaign produced 36 new leads for ADEA in the Enrollment Management Program.

2023 ADEA GODENTAL RECRUITMENT EVENT REGISTRATION REFRESH

Educational Pathways completed a review of the 2023 ADEA GoDental Recruitment Event Registration portal in partnership with the ADEA Meetings, Conferences and Educational Technology team. Changes to the portal will streamline registration and align the data captured in the Streampoint registration platform with the data captured in Enrollment Marketing Platform (EMP). These changes will give Educational Pathways pertinent information on all student registrations to enter into EMP and add registrants to the correct audience group for communications

ADEA HOLDS 2022 ADEA GODENTAL VIRTUAL FAIR

The 2022 ADEA GoDental Virtual Fair (GDVF) took place May 24–25, 2022, attracting 2,667 registrants and 1,817 attendees during the scheduled programming. In addition to offering two live panel discussions, ADEA AADSAS Booth Day, a financial aid session and dental school chats, ADEA added an optional video opportunity for schools to “go live” during the dental school chat day. Thirty schools completed the requirements to “go live,” during which many of the schools engaged attendees through the new video option for a portion of the event.

ADEA increased registrants’ engagement by 18%, from 47% in 2021 to 65% in 2022. Part of this increased engagement may be attributed to the move from a three-day to a two-day event.

ADEA AND ADA COLLABORATE ON MODULAR FACULTY CURRICULUM

The American Dental Association (ADA) has accepted an invitation extended by ADEA to further develop a modular curriculum that will assist new dentist and allied dental teaching faculty entering academia from private practice. Clinicians are filling most of the open vacant positions and dental schools and programs have identified the need for a tailored learning experience that addresses the specific learning needs of these new faculty. Six domains have been identified and a contemporary, modular, “microlearning” curriculum is being planned. Completion will be tracked at ADEA through eLearn.