

2023 ANNUAL REPORT

ADEA | THE VOICE OF
DENTAL EDUCATION

MESSAGE FROM THE PRESIDENT AND CEO



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

I am pleased to present the *2023 Annual Report*. I would like to thank the oral health education community for your commitment and engagement, which continues to help drive our reach and impact. Through your efforts, *we* make a difference in people’s lives.

Throughout 2023, ADEA celebrated its centennial, by honoring our past and focusing on the opportunities that lie ahead in the short term and for the *next* 100 years. This past year we’ve faced Supreme Court reversals on college admittance practices, the meteoric rise of AI applications, and the increasing costs of education. But just how we prepare to address and overcome any challenges will help us continue to chart our course of success.

I’m happy to share that ADEA is stronger than ever and central to the conversation of improving and advancing oral health education. As “The Voice of Dental Education,” ADEA is your partner and trusted resource for staying at the forefront of thought leadership and innovation. Last year, the ADEA Board of Directors began conversations, informed by member input, to plan for ADEA’s Strategic framework. From this work, four strategic goals emerged, which you’ll find featured in this Annual Report.

Our work is increasingly earning recognition on the global stage. Last November, members of the ADEA Board of Directors along with a few ADEA staff—traveled to Havana, Cuba as part of an oral health care delegation which was led by ADEA Board Chair Dr. Ana Lopez. In another effort, 20 ADEA members attended the 2023 Annual Meeting of the Association for Dental Education in Europe in Liverpool, England last year. And it is worth noting that Dr. Greg Chadwick, Dean of East Carolina University School of Dental Medicine is this year’s President of FDI World Dental Federation.

Last October, we hosted the ADEA Diversity, Equity, Inclusion and Belonging Workshop. The theme was “Cultivating a Psychologically Safe Oral Health Environment.” In May 2023, ADEA launched the inaugural class of the ADEA Council of Deans Fellowship, a year-long, part-time fellowship aimed at creating a diverse pipeline of future leaders.

Webinars and virtual events afford us the advantage of offering high-level learning, affordably, regardless of a participant’s location. Last year, we hosted more than a dozen webinars and virtual events on such topics as Title IX regulations, generative AI, and medical-dental integration model.

To support our members’ efforts in informed decision-making and maintaining a competitive advantage, ADEA also conducts significant research and data analysis throughout the year.

We are very excited to announce the formation of the ADEA Task Force on “Envisioning and Transforming the Future of Oral Health & Education,” led by co-chairs Dr. Nicole Kimmes and Dr. Ryan Quock. You’ll learn more about this Task Force’s work in the months ahead as we delve into sustainable models of oral health education.

You’ll find all of these efforts, and several more, within this Annual Report. You’ll also hear us use the word “engagement” more frequently. The engagement of yourself and future members and collaborators. Engagement is critical to achieving long-term goals in an ever-changing world. We need you now more than ever – your commitment, your time and your efforts to engage and partner with each other and with ADEA to focus a shining light on oral health education and all of its possibilities.



Leadership

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

ADEA INITIATES UPDATES TO STRATEGIC FRAMEWORK

The ADEA Board of Directors began conversations in 2023 to plan for ADEA's Strategic framework. This Strategic Framework has been informed by the input of the ADEA membership over the past year through surveys, qualitative research and the work of Councils and Committees. The Strategic Framework includes the vision, mission, goals, and objectives that will guide ADEA for the next three years.

Vision

Good oral health and a well-prepared and inclusive oral health workforce are integral to advancing overall health and wellbeing.

Mission

To develop an inclusive, future-ready oral health workforce prepare to improve the health of all people and communities through leadership, education, and collaboration.

Through a joint retreat with the Board of Directors and Senior Staff leadership, four strategic goals emerged:

- Heighten Knowledge and Awareness of Pathways to the Oral Health Professions;
- Attract and Prepare the Next Cadre of Faculty, Staff and Leaders for Oral Health Education;

- Re-Envision the Model for Oral Health Education; and
- Position ADEA to Support Its Mission and Members.

These high-level goals are advanced through measurable objectives, action plans and organizational operations. You'll discover greater details about these goals, objectives and our robust vision and mission statements in the coming months.

ADEA CELEBRATES CENTENNIAL AT 2023 ADEA ANNUAL SESSION & EXHIBITION

The 2023 Annual Session & Exhibition in Portland, OR, March 11–14, 2023, not only featured programming focused on the theme, “Believe I’m Possible”, but also included several events commemorating ADEA’s 100 years of existence. Those events included the Centennial Celebration Reception where the organization honored awardees and runner ups of the ADEA President Centennial Awards for Oral Health Education, recognized its past leaders and celebrated ADEA’s history and bright future. The event was sponsored by A-dec, DentalEZ, Dentsply Sirona, Envista, Liaison International and Pacific Dental Services.

ADEA also had several exhibits commemorating ADEA’s Centennial Year Celebration. While at the Oregon Convention Center, attendees could peruse micro-exhibits that highlighted important milestones in ADEA’s history. Those exhibits focused on the themes of ADEA; ADEAGies; allied dental; diversity; and students, residents and fellows. They were dispersed throughout the Convention Center during most of the Annual Session and were on display at the Centennial Celebration Reception.

ADEA DELEGATION GOES TO CUBA TO CONNECT WITH ORAL HEALTH EDUCATION SYSTEM ABROAD

In November 2023, members of the ADEA Board of Directors (BOD) and some ADEA staff traveled to Havana, Cuba, as part of an oral health care delegation, which was led by Ana López-Fuentes, D.M.D., M.P.H., the ADEA Chair of the Board. The ADEA BOD visited the Havana School of Medicine and Dentistry, learned about Cuba’s national public health initiatives and had the opportunity to discover how oral

health fits within the country's overall health program as well as how the roles of the dental hygienist and dental assistant fit within the oral health curriculum. ADEA also explored potential collaborative efforts for the near future as part of ADEA's ongoing global activities.

DR. WEST PRESENTS TO MULTI-DISCIPLINARY CLINICIANS AT CASE WESTERN UNIVERSITY

In November 2023, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, presented to a multi-disciplinary group of clinicians at the Case Western Reserve University School of Dental Medicine. Featured as the Dean Kenneth B. Chance, D.D.S., Endowed Distinguished Lectureship series, Dr. West's presentation "Being a 21st Century Influencer: Creating Change in the Academic Health Professions" highlighted ADEA's recent milestones, collaborations and major programs. The presentation also concentrated on the current threats and future opportunities within oral health education and how oral health professionals have the opportunity as 21st century influencers to bring about change.

ADEA DELEGATION ATTENDS 2023 ADEE ANNUAL MEETING IN LIVERPOOL, ENGLAND

Working together across international borders to help reach World Health Organization oral health objectives and share ideas that can be implemented at dental educational institutions in both the United States and Europe were some of the major objectives for the 20 ADEA members who attended the 2023 Annual Meeting of the Association for Dental Education in Europe (ADEE) in Liverpool, England, United Kingdom.

Karen P. West, D.M.D., M.P.H., ADEA President and CEO, co-presented a seminar on interprofessional education in the United States, along with Nader A. Nadershahi, D.D.S., M.B.A., Ed.D., Immediate Past ADEA Chair of the Board and Dean of the University of the Pacific, Arthur A. Dugoni School of Dentistry (Dugoni School), and Jeffery Stewart, D.D.S., M.S., ADEA Parliamentarian/ADEA Staff Ombuds. The presentation highlighted the creation of a new, innovative clinical and academic facility at the Dugoni School that was designed to provide comprehensive primary health care services to the public, while providing an integrated clinical learning environment for students to obtain collaborative care experiences. This seminar

was later acknowledged as a promising approach during a subsequent ADEE plenary session.

ADEA LEADERSHIP INSTITUTE FELLOWS VISIT CAPITOL HILL

In September 2023, over 30 ADEA Leadership Institute Fellows went to Capitol Hill in Washington, DC, to advocate for funding for the National Institute of Dental and Craniofacial Research (NIDCR) and the Health Resources and Services Administration's (HRSA) Oral Health Training Programs. The meetings with members of Congress and members of their staff capped off four days of advocacy training where fellows learned lessons about leadership and advocacy from distinguished speakers like Leo Rouse, D.D.S., L.H.D. (Hon), FACD, Professor and Dean Emeritus of Howard University College of Dentistry; Atul Grover, M.D., Ph.D., Executive Director of the Association of American Medical Colleges; Jonathan Daniels, Deputy Executive Director of the Coalition for Health Funding; and members of the ADEA staff.

Fellows were also provided an opportunity to interact with and learn more about NIDCR and its important research from Jennifer Webster-Cyriaque, D.D.S., Ph.D., NIDCR Deputy Director. Jennifer Holtzman, D.D.S, of the Dental Officer at HRSA's Bureau of Health Workforce also spoke to the fellows about the ways in which HRSA's Oral Health Training Programs are improving access to oral health across the United States.

The ADEA Leadership Institute is a year-long program designed to develop the most promising individuals at academic dental institutions to become future leaders in dental and higher education.

ADEA RESPONDS TO U.S. SUPREME COURT RULING ON AFFIRMATIVE ACTION IN COLLEGE ADMISSIONS; HOLDS WEBINAR DISCUSSING RULING AND ITS IMPLICATIONS FOR ENROLLMENT PROFESSIONALS

On June 29, 2023, the U.S. Supreme Court ruled on two cases on the consideration of race in college admissions. The two cases—*Students for Fair Admissions v. Harvard* and *Students for Fair Admissions v. University of North Carolina*—overturned the decades-old precedent it upheld back in 2003.

ADEA reaffirmed its commitment to fostering diversity, equity, inclusion and belonging throughout oral health education and within the boundaries of the law. ADEA also reiterated that it supports the organization's community of schools, faculty, educators and their respective oral health programs in compliance with federal law admissions practices.

ADEA maintains its commitment to develop programs and initiatives to help its Member Institutions fulfill the Commission on Dental Accreditation (CODA) standards related to a humanistic environment, graduating culturally competent oral health professionals, in alignment with ADEA's vision of a well-prepared and diverse oral health workforce that is improving the health of all individuals and communities.

Also, on July 14, 2023, ADEA hosted a webinar titled, "The Supreme Court and Race in Admissions: Dissecting the Court's Rulings in *SFFA v. Harvard* and *SFFA v. UNC* and Evaluating the Policy Implications for Enrollment Professionals". This session provided a practical analysis of the U.S. Supreme Court's *Students for Fair Admissions* opinions, with clarity on the implications for institutional enrollment policy and practice—including recommended strategies and action steps to consider. The speakers were Art Coleman, J.D., Managing Partner and Co-founder of EducationCounsel LLC; Patricia Katcher, Admissions Director at University of Michigan School of Dentistry; and Stephanie L. Perry, M.Ed., Director of Student Admissions and Diversity at Dental College of Georgia at Augusta University. The speakers offered ideas for ways to continue advancing dental school diversity, equity and inclusion goals within the legal regime set forth by the Court. Webinar

attendees were given the opportunity to engage, pose questions and offer reflections.



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 CLIMATE STUDY ASSESSMENT ENTERS PHASE III

As part of Phase III of the ADEA Climate Study Assessment, on Sept. 29, the virtual “ADEA Climate Study Strategic Capacity Building Workshop” was held for approximately 25 participants. Nonprofit HR consultants facilitated the workshop and Sara Bendoraitis, M.S., ADEA Director for Diversity, Equity and Inclusive Learning, moderated. The workshop served as a continuation of the in-person institute held on Aug. 9-11 under the same title. The workshop’s primary purpose was to provide representatives from participating U.S. and Canadian oral health programs and schools with tools and resources to assist them with using the *ADEA Climate Study* results, key findings and other related data to foster a humanistic environment in oral health education and on their respective campuses.

The workshop also assisted schools and programs with developing strategic action plans and initiatives using a “Train the Trainer” model. These strategic action plans and initiatives will span three years and flow from the dental schools’ and allied programs’ dental education strategic plans and objectives while incorporating the *ADEA Climate Study* and other related data. The intent is for the plans to directly align with and respond to the individual schools’ and programs’ climate study results and key findings from the *ADEA Climate Study* results.

In addition to the workshop, as part of Phase III of the ADEA Climate Assessment, the *ADEA Climate Study Strategic Roadmap* and [Take Action Pledge](#) were also developed with the aim of advancing a humanistic environment within oral health education. The roadmap and pledge goals for the next three years include:

- Advancing a Humanistic and Inclusive Environment;
- Implementing, Monitoring, and Sustaining Equitable Policies and Practices; and
- Eliminating All Forms of Bias, Harassment and Discrimination.

The roadmap outlines actionable opportunities or key implementation activities and strategies for the oral health education community to engage in advancing a humanistic environment and fosters diversity, equity, inclusion and belonging. Oral health education schools and programs are asked to engage in all three goals based on their individual needs and are not limited to the strategies outlined in the roadmap.

Additionally, ADEA invites its member schools and programs to also participate in a [Take Action Pledge](#) focusing on eliminating all forms of bias, harassment and discrimination within the oral health community. This initiative is based on the inaugural *2022 ADEA Climate Study* in which 15,995 students, faculty, staff and administrators participated across 258 dental schools and allied dental education programs in the United States and Canada.

DR. WEST NAMED CSR & DIVERSITY AWARDS FINALIST FOR TOP EXEC OF THE YEAR

Karen P. West, D.M.D., M.P.H., ADEA President and CEO, was named a finalist for the 2023 CSR & Diversity Awards' Top Executive of the Year Award. The awards, presented by Ragan Communications, a leading training company for communications professionals worldwide, honor the organizations, individuals and teams who have demonstrated a commitment to corporate social responsibility, diversity and inclusion.

In the category of Top Executive of the Year, there were three finalists, including Dr. West. The other two finalists were Stanley Bergman, Chairman of the Board and CEO for Henry Schein, Inc., and Silke Muenster, Chief Diversity Officer for Philip Morris International.

ADEA HOSTS WEBINAR: IMPROVING WORKPLACE CLIMATE: EMPOWERING INDIVIDUALS TO BECOME ACTIVE BYSTANDERS

On Nov. 30, the Access, Diversity and Inclusion team organized a training session for ADEA members entitled “Improving Workplace Climate: Empowering Individuals to Become Active Bystanders,” facilitated by the nonprofit organization, AdvanceGEO. This interactive session described different types of exclusionary behaviors that affect recruitment and retention into STEM fields and academic oral health communities, and the academic practices and institutional structures that allow for exclusionary behaviors to persist. The session also provided training in personal intervention strategies to protect and support targets of exclusionary behaviors. By participating in this session, participants were able to identify different ways in which harassment, bullying and other types of exclusionary behaviors can manifest in research and academic oral health environments; strategies for bystander intervention; and resources for cultural change in academic institutions and professional societies.

ADEA HOLDS 2023 ADEA DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) WORKSHOP

On Oct. 25, 2023, ADEA hosted its annual ADEA DEIB Workshop in Pittsburgh, PA, providing dental education administrators, faculty, staff, residents, fellows and students with tools and strategies to promote and understand the important role that access, diversity, inclusion, belonging, equity, justice and well-being play in promoting a humanistic environment within academic dentistry and society. This year’s theme was “Cultivating a Psychologically Safe Oral Health Environment”.

This year, the ADEA DEIB Workshop focused on cultivating a psychologically safe and inclusive environment in both academic dentistry and patient care. It also explored how employing structural competencies can enhance institutional efforts to cultivate a humanistic learning environment.

The workshop began with a learning activity called *Factuality, The Game*, facilitating conversations and dialogue around structural inequity and disparities that manifest because of one's intersectional identities and how these disparities can show up in both personal and professional settings. Consultant Dr. Shindale Seale led several sessions related to psychological safety, including:

- Discussing the elements of psychological safety,
- How power and privilege impact psychological safety,
- How to think about empathy as a tool to support psychological safety and
- Developing strategies to eliminate barriers toward creating psychologically safe environments.

While cultural awareness and respect for groups that differ from us are important, psychological safety impacts various aspects of the interactions among students, faculty, staff, residents and fellows. In this regard, campus policies, practices and strategies must support environments that encourage questioning, interpersonal risk-taking and innovation, all without the fear of reprisal. This is the type of programming the DEIB workshop aimed to have participants develop to take back to their respective institutions.

ADEA'S DRS. SINKFORD AND SMITH PUBLISH PAPER DISCUSSING BREAKING GENDER EQUALITY BARRIERS IN WOMEN'S GLOBAL HEALTH CARE LEADERSHIP

In the journal *Research Features*, Sonya G. Smith, Ed.D., J.D., M.Ed., M.A., ADEA Chief Diversity Officer, and Jeanne C. Sinkford, D.D.S., M.S., Ph.D., FACD, FICD, Professor Emerita and Dean Emerita of Howard University College of Dentistry and ADEA Senior Scholar-in-Residence Emerita, highlighted gender inequality in recent evaluations of the global health and social care workforce. The article, "Breaking Gender Equality Barriers in Women's Global Healthcare Leadership," was based on a research article published in the September 2022 issue of the *Journal of Dental Education*, "Gender Equality in the 21st Century: Overcoming Barriers to Women's Leadership in Global Health."

Drs. Smith and Sinkford analyzed a range of sources, including data from the United Nations and World Health Organization (WHO), which indicated global gender inequality in our health care systems. Globally, women make up 70% of the

workforce in the health and social care industry but hold only 25% of leadership positions.

Using the WHO Women in Global Health Ecological Model's five factors (e.g., public policy, community, institutional, interpersonal and individual) as guidance, the researchers highlight important persistent barriers to achieving gender equality and gender equity in global health leadership positions.



Assist Member Institutions

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

ADEA CONNECT ADDS TWO NEW COMMUNITIES AND HOLDS “SPOT AWARDS” FOR AMBASSADORS

ADEA Connect with its 128 active communities continues to be a valuable resource for member collaboration. Two new communities were added in 2023: the 2023 ADEA Diversity, Equity, Inclusion & Belonging Workshop and ADEA Canadian Members.

The ADEA Connect held a virtual ambassador town hall for ADEA Connect Ambassadors to discuss strategies for community engagement and share perspectives and ask questions. To show ADEA’s appreciation for ADEA Connect Ambassadors who engaged their respective communities and made significant contributions, the organization provided “spot awards” to those ambassadors. To further highlight the outstanding work of ADEA Connect Ambassadors, ADEA also featured three new member spotlights, which involved a brief interview with ambassadors consisting of five questions about their experiences and perspectives. ADEA published these interviews in its monthly *ADEA Bulletin of Dental Education* and featured them in the ADEA All Member community. ADEA hopes this feature not only recognizes our ambassadors’ hard work, but also inspires others to engage actively in the ADEA Connect community.

ADEA UPDATES ADEA SUMMARY OF STATE AND FEDERAL LOAN FORGIVENESS PROGRAMS

In 2023, ADEA updated the *Annual Summary of State and Federal Student Loan Repayment and Forgiveness Programs* for oral health professionals.

The summary includes information on state-sponsored loan forgiveness programs, states participating in the Health Resources and Services Administration's (HRSA) state loan repayment program and states participating in the HRSA National Health Service Corps loan repayment program and other federal programs.

A complete list of HRSA loan repayment and scholarship programs available to dental and dental hygiene students and faculty may be found [on the HRSA website](#).

ADEA CAS MAKE IMPROVEMENTS AND ADD NEW MEMBERS TO ITS APPLICATION SERVICES

The ADEA Centralized Application Services (CAS)—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)—added new schools to their application cycles and made changes in 2023.

Schools added to Application Services:

- Ponce Health Sciences University School of Dental Medicine joined the 2023-24 ADEA AADSAS cycle.
- The University of Missouri-Kansas City School of Dentistry joined ADEA CAAPID on Oct. 1 for the current 2024 application cycle. The new program will review applications for a January start date for the first class of nine students.
- Lincoln Memorial University, Clayton State University in Monroe, GA, and Coastal Bend in Beeville, TX, joined ADEA DHCAS for the 2023-2024 cycle.
- The University of the Pacific joined ADEA DHCAS on May 1.

ADEA CAAPID developed an applicant resource list to aid applicants in the application process. The Educational Pathways team also conducted a survey (*2023 ADEA PASS Survey*) of the participating ADEA PASS programs to obtain information

on how programs use WebAdMIT, the Configuration Portal and the ADEA PASS application during the application review process. The survey was sent to approximately 770 individuals and 239 responses were received. Results contributed to the enhancements process and provided insight as the ADEA PASS communication plan is being reevaluated.

ADEA HOSTS 2023 ADEA GODENTAL RECRUITMENT EVENT

ADEA hosted the 2023 ADEA GoDental Recruitment Event (ADEA GDRE) on March 11, 2023, in Portland, OR with over 1,112 registrants and 58 dental school and dental organization exhibitors. A total of 642 attendees participated (including students and exhibitors). The event included:

- Welcome remarks from Ronald Sakaguchi, D.D.S., Ph.D., M.B.A., Dean, Oregon Health & Science University School of Dentistry (OHSU SOD) and Carolyn Booker, Ph.D., ADEA Chief of Educational Pathways;
- Student stories from two current students—Zach Young, D3, OHSU SOD, and Allison Tempel, D2, East Carolina University School of Dental Medicine;
- Short talk series on “Money Matters, Effective Communication”, “Finding Your Best Dental School Fit” and “Common Hangups to Avoid When You Complete Your ADEA AADSAS Application”; and
- An afternoon session to connect face-to-face with representatives from U.S. dental school and dental organizations.

Additional engagement opportunities included a white coat station and two interactive video booths for attendees to share their interest in dentistry and reason for attending the ADEA GDRE.

The post event survey included feedback on our registration process, communications, financials and the programming provided. Of the 149 respondents, 110 attended the event and 99% of this group reported an overall satisfaction of good or excellent.

ADEA HOLDS 2023 ADEA GODENTAL VIRTUAL FAIR

- Another ADEA GoDental Virtual Fair (GDVF) took place on May 24, 2023, with 2,761 registrants and 1,500 student attendees participating during the scheduled programming. During the three-hour event, ADEA hosted a live Q&A with two dental students from Western University of Health Sciences College of Dental Medicine, an ADEA AADSAS® (ADEA Associated American Dental Schools Application Service) Informational Booth, a “Financing Your Dental Education” chat session and a two-hour dental school chat session featuring 63 schools. ADEA also hosted five additional dental schools at the Virtual Fair, while maintaining engagement of registrants above 50%.

ADEA HOLDS 2023 ADEA CAAPID VIRTUAL FAIR

The fourth ADEA CAAPID® (ADEA Centralized Application for Advanced Placement for International Dentists) Virtual Fair took place on Nov. 9, 2023, a month earlier than the 2022 event, which was moved to an earlier date based on feedback from the December 2022 event. The fair had 1,527 registrants and hosted 730 attendees and 33 dental schools during the live event.

Highlights include:

- A new on-demand video focused on supporting re-applicants as they reflect upon taking ownership of their ADEA CAAPID application experience.
- Two new schools participated in the fair—UT Health San Antonio School of Dentistry and A.T. Still University Missouri School of Dentistry & Oral Health.
- There was increased engagement from attendees with chats up 37% over 2022 Virtual Fair.
- There was an increase in school chats up 43% over previous year.
- There was a decrease in registration (-23%) and attendance (-7%) from 2022 event.
- There was a decrease in unique chatters (down 41% from 2022 event).

ADEA EDUCATIONAL PATHWAYS STAFF MAKE PRESENTATIONS TO UNIVERSITIES

Chonte James, ADEA Director of the Predental Application Services, presented to three Minority Service Institutions (MSI)—Norfolk State University, North Carolina A&T State University and Morgan State University—with a dentist, admissions officer from Howard University and dental student from the University of Minnesota School of Dentistry. The presentation, “Applying to ADEA AADSAS,” included the dental students sharing their experience with the application process. The dental students created a document on “Tips on Applying to Dental School.”

Educational Pathways staff presented onsite at the University of Maryland College Park to approximately 90 pre-health students and advisors. The panel presentation also included staff from the Association of American Medical Colleges and the American Association of Colleges of Osteopathic Medicine Application Services.

ADEA ELEARN HOLDS WEBINARS ON DIVERSE TOPICS

In 2023, ADEA eLearn held more than a dozen webinars that were member-generated (including corporate members) and supported ADEA-wide initiatives. They covered diverse topics, such as:

- the *ADEA Climate Study*,
- Title IX regulations,
- medical-dental integration model
- generative artificial intelligence,
- a discussion of the Supreme Court decision on race in admissions, and
- allied dental workforce issues.

These events provide an avenue for all ADEA members to receive free professional development.

In addition, ADEA eLearn staff partnered with the ADEA Office of Policy and Education Research team to produce a dynamic instructional tool to assist dental schools in their completion of the annual faculty census.

ADEA LAUNCHES REDESIGNED ADEA SURVEY OF CANADIAN DENTAL SCHOOLS SENIORS

After a hiatus of three years, ADEA launched a redesigned ADEA Survey of Canadian Dental School Seniors on March 8, 2023. The survey asked for feedback from the 2023 graduating class in eight participating institutions on a range of topics, including demographics; parental education; reasons for pursuing dentistry as a career and what influenced the decision; dental education experience and satisfaction with services at school; well-being (how individuals are faring and school engagement); preparedness to practice dentistry; education debt; funding dental school education, including sources of the finances such as grants/scholarships, loans, etc.; professional plans after graduation; and licensure. The survey was administered in English and French.

The survey closed on June 12, 2023, and yielded 94 responses; this corresponds to a response rate of 16.4%. Similar to previous editions, the response sample is not representative nationally of Canadian dental schools.

ADEA CHIEF OF INNOVATION, CLINICAL EDUCATION & PUBLIC HEALTH PRESENTATIONS

- Envisioning an Augmented Intelligence (AI)-enhanced Oral Health Institution, ADEA Leadership Institute Phase V Program. Oct. 12-14, 2023, San Francisco. Dr. Gülsün Gül, Dr. Hubert K. Chan and Dr. Alexander L. Lee. Learning objectives: Assess the benefits and consider challenges of AI through a SWOT analysis, identify lessons from past technologies, and apply an AI Policy Frame to cases illustrating potential uses of AI. adea.org/leadershipinstitute/PhaseV
- ADEA Update, 2023 ADEA Sections on Business and Financial Administration and Clinic Administration (ADEA BFACA) Meeting. Oct. 23, 2023, Pittsburgh, PA. This presentation aimed to update ADEA's perspective and action platforms considering current issues. adea.org/bfaca
- Addressing the Faculty and Staff Shortage, 2023 ADEA Deans' Conference, Nov. 13, 2023, Savannah, GA. Dr. Gülsün Gül, Ms. Rebecca Stolberg.

Learning objectives: Describe the staffing needs for faculty and staff among the oral health professions. Appraise the multiple pressure points influencing current and future staffing levels. Plan creative ways to improve recruitment and retention in unique oral health education scenarios. adea.org/Deans2023/Agenda

ADEA ATTENDS INAUGURAL AMERICAN DENTAL THERAPY ASSOCIATION CONFERENCE

Rebecca Stolberg, ADEA Vice President of Allied Dental Education and Faculty Development; and Amy Coplen, ADEA Council of Allied Dental Program Directors Board Director, attended the American Dental Therapy Association (ADTA) inaugural conference in Oklahoma City, Oct. 4-7, 2023. Representation from both dental health aid therapist and dental hygiene model dental therapy programs were in attendance. Examples of excellent work that dental therapists are doing were presented. ADTA wants to incorporate all models. They are targeting states that have dental therapy legislation under consideration as the location for their annual meetings.

ADEA RELEASES ENTRY-LEVEL COMPETENCIES FOR ALLIED DENTAL PROFESSIONALS

The new and updated document, *ADEA Entry-level Competencies for Allied Dental Professionals*, approved by the ADEA House of Delegates during the 2023 ADEA Annual Session & Exhibition, reflects the collaborative and intraprofessional nature now expected of the dental workforce.

This document addresses the core competencies expected for the allied dental professions (dental assisting, dental hygiene and dental laboratory technology) that provide characteristics of conduct found among all dental professionals. Experts in each of the three profession groups crafted specific competencies for their individual disciplines. The discipline-specific competencies relate to specific scopes of practice. The *ADEA 2023 Entry-level Competencies for Allied Dental Professionals* is futuristic and visionary, and it is intended for use by new and existing programs for future innovation, growth and expansion. This framework embraces the intent of high-quality and culturally aware care for all persons.

ADEA HOLDS VIRTUAL AND IN-PERSON CAUCUSES TO ASSIST MEMBERS ON IMPORTANT ISSUES

During September and October 2023, the ADEA American Dental Association (ADA) Resolution review was completed to assess oral health-related resolutions presented under ADA Reference Committees (A, B, C, D).

During this ADA House of Delegates (HOD) cycle, 32 resolutions were presented for a procedural review for language change, eliminating redundancy or because there are new guidelines and policies to be introduced for the ever-changing landscape of dental education and practice. The resolution review folders and presentations were prepared for the ADEA Senior leadership, ADEA Principal officers, virtual caucus and in-person caucus members.

The ADEA Chief of Innovation, Clinical Education and Public Health presented the ADEA virtual caucus to the deans of dental schools via Zoom on Sept. 27. Both virtual and in person caucuses helped ADEA to focus on eight resolutions.

Nader A. Nadershahi, D.D.S., M.B.A., Ed.D., Immediate Past ADEA Chair of the Board, and Ana López-Fuentes, D.M.D., M.P.H., the ADEA Chair of the Board, presented the eight testimonies to the ADA HOD on Oct. 7 and 8 in Orlando.

ADEA RELEASES SUMMARY REPORT ON 2023 ADEA SURVEY OF U.S. DENTAL SCHOOL SENIORS

In October 2023, ADEA published the annual summary report titled, *Dentists of Tomorrow 2023*, based on the *2023 ADEA Survey of U.S. Dental School Seniors*.

The survey represents the journey of U.S. dental schools' predoctoral senior class of 2023—including their influences on and their reasons for pursuing dentistry, dental school experiences, plans upon graduation and investment in their careers. This annual survey examines the preferences and plans of senior students in pursuing a career in oral health research. It investigates the students' experience with research activities during their predoctoral dental program for the entire response group,

specifically for the historically underrepresented race and ethnicity (HURE) survey participants. Further, it analyzes the timing for a planned career in oral health research.

The 2023 survey respondents' answers were compared with their 2018 counterparts when possible. Further, the research analyzes the responses of predoctoral senior students from HURE groups to better understand their journeys and experiences. 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. ADEA created individualized reports with the results of each U.S. dental school's 2023 ADEA Survey of U.S. Dental School Seniors. The school report compares the results based on the responses of the students at the school with the national results. The reports are available only with the respective school dean's approval.

Among the findings, nearly half (47%) of respondents decided to pursue a career in dentistry before college, more than those who decided during (42%) or after (12%) college. Responding senior students in 2023 were more likely to join private practice than their 2018 counterparts (53% vs. 48%, respectively). One in five respondents want to conduct research during their career, but most would like to do this mid-(31%) or late-career (26%). In the 2023 survey, 48 percent of senior students at 65 of the 66 accredited U.S. dental schools responded to the survey.

The *Dentists of Tomorrow 2023* [summary report](#) and [an online storyboard featuring interactive charts and talking points](#) are available.

ADEA CONDUCTS 2022-23 ADEA DENTAL SCHOOL FACULTY SALARY AND DEMOGRAPHIC CENSUS

The 2022-23 ADEA Dental School Faculty Salary and Demographic Census (2022-23 ADEA Faculty Census) collects faculty demographic profiles and compensation rates among public and private institutions. ADEA launched the 2022-23 edition of the ADEA Faculty Census in August 2023. The redesigned project was launched last year.

The 2022-23 ADEA Faculty Census collected U.S. dental school faculty salaries, demographics and vacant and lost positions for the 2022-23 fiscal year. The participation rate was higher than 2021-22. As of early December, 64 accredited U.S. dental schools (out of 71) have submitted data, and two additional schools were given an extension. During the last survey round, the response rate was 89% with 62 out of 70 dental schools responding with data.

The data collection closed in mid-November, and the research products will be released over spring to fall 2024. This comprehensive range of research products ensures that the reported data provides dental school leadership with useful, clear and accurate information for decision-making and benchmarking.

Based on the 2021-22 ADEA Faculty Census data, the data team is working on a new trends analysis of U.S. dental school faculty demographics and other information about faculty. The analysis will compare the landscape of dental school faculty in 2021-22 with 2018-19, the last year before the COVID-19 pandemic. The analysis will encompass a variety of dimensions, from race and ethnicity, age and gender, to changes in the number of full-time faculty by discipline, appointment and more. In addition, the research examines the number of vacant faculty positions by status, major discipline, academic rank, length of time the academic positions were vacant during the fiscal year, factors influencing the ability to fill vacancies and sources of coverage for vacant faculty positions. The analysis will be released as an ADEA association report in the *ADEA Journal of Dental Education* in spring 2024. This analysis provides a view of the latest changes among dental school faculty in the United States.

Based on 2021-22 data, ADEA has already released three types of research products: the *U.S. National Dental School Faculty Compensation Report*, the individualized *School Faculty Compensation Report*, and the *Dental School Faculty Vacant and Lost Positions Report*.

ADEA CONDUCTS 2022 ADEA SURVEY OF DENTAL PROGRAM DIRECTORS

The ADEA Survey of Allied Dental Program Directors assesses the type and geographical distribution of accredited allied dental education programs nationwide to provide information about their program directors, students and faculty.

The association report in the ADEA *Journal of Dental Education* examines various aspects of the activity of accredited allied dental education programs during the 2022-23 academic year. This study complements the Excel-based tables report with the survey results released in May 2023. As presented in the 2023 spreadsheet-based report, 333 allied dental program directors responded to the ADEA survey, representing 57% of the accredited allied dental education programs at the time.



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 LAUNCHES ADEA COUNCIL OF DEANS FELLOWSHIP WITH INAUGURAL CLASS

In May 2023, ADEA launched the ADEA Council of Deans Fellowship (ADEA CDF), a new leadership development program. In June 2023, ADEA announced its inaugural ADEA CDF class.

The ADEA CDF is a year-long, part-time fellowship aimed at creating a diverse pipeline of future leaders who will assume roles as dental school deans and other senior university leadership positions. The ADEA CDF will increase the number of qualified candidates for deanships and equip them with the skills and experiences to help them succeed. ADEA CDF Fellows will engage in formal leadership development programming (both on site and online), engage with a mentor and peer group, visit two dental schools for up to one week each, and complete a career development plan along with a capstone project individually designed to enhance their potential for senior leadership.

ADEA received 33 applications, from which 10 were selected for interview consideration. Of those 10 candidates, seven attended online interviews and four were selected after multiple reviews in a process that simulated the application for a dean position at a dental school. The

2023-24 Fellows selected were:

- Carlo Ercoli, D.D.S., Professor and Chair of the Prosthodontics Postgraduate Training Program and a faculty member of the

Periodontology program at the University of Rochester Eastman Institute for Oral Health;

- Bruno Jham, D.D.S., M.S., Ph.D., Associate Dean for Academic Affairs and Professor with tenure at Midwestern University College of Dental Medicine-Illinois;
- Sang E. Park, D.D.S., M.M.Sc., Associate Dean for Dental Education at Harvard School of Dental Medicine; and
- Andres Pinto, D.M.D., Professor with tenure, Chair of the Department of Oral and Maxillofacial Medicine, and Associate Dean for Graduate Studies at Case Western Reserve University School of Dental Medicine.

The ADEA CDF Program Director is Dean Emeritus Steven Friedrichsen, D.D.S., of Western University of Health Sciences College of Dental Medicine. Coaches are Ann Boyle, D.M.D., M.A., of A.T. Still University Arizona School of Dentistry & Oral Health; and John Williams, D.M.D., M.B.A., of Indiana University School of Dentistry. Drs. Boyle and Williams have served in multiple leadership roles in dental education and university administration.

ADEA AWARDED 2023 RED HOT ASSOCIATION RECOGNITION IN HONOR FOR ITS INNOVATION AND MEMBERSHIP ENGAGEMENT

ADEA was one of 25 associations to receive the 2023 Red Hot Association Award during a ceremony on June 8, 2023, in Washington, DC, honoring the area's fastest growing and most innovative associations. The award was presented by DCA Live, a DC-based business that regularly features the region's most dynamic companies, nonprofits and professionals through events, leadership roundtables and digital news products.

The 2023 Red Hot Association Award recognized trade associations and professional society communities in the greater Washington, DC region, who are strong leaders in their industries and who made significant and major contributions in helping their industries bounce back after the enormous pandemic disruption.

ADEA was specifically recognized for its ability to not only impact oral health education through its pandemic and post-pandemic delivery of e-learning, virtual meetings, townhalls, workshops and conferences, and for the support and best

practices the organization shared through its ADEA Connect online communities, but also for:

- ADEA partnerships to get critical PPE to member schools and programs;
- Continuous member and stakeholder engagement during the pandemic;
- The ability to foster accelerated growth and movement in oral health education on key topics through ADEA initiatives, such as New Thinking for the New Century; and
- Leadership in taking fresh and innovative approaches to ensure a timely and effective post-pandemic bounce-back in oral health education.

2023 ADEA ENID A. NEIDLE SCHOLAR-IN-RESIDENCE STUDIES GENDER PARITY AT U.S. DENTAL SCHOOLS

ADEA Enid A. Neidle Scholar-in-Residence Program awardee, Kelly Holst, D.M.D., Assistant Professor of Restorative Dentistry at The Maurice H. Kornberg School of Dentistry at Temple University, is investigating the underrepresentation of women in dean positions at dental schools across the United States. As part of her research, Dr. Holst is interviewing current and former women deans to understand their career paths and identify changes needed in academia to promote equity in dental school leadership roles.

Dr. Holst started her research project after becoming the first Temple University professor to receive the ADEA Enid A. Neidle Scholar-in-Residence Program fellowship in March 2023. Dr. Holst has been awarded \$15,000 stipend from ADEA to support her research, networking and leadership development efforts, including visits to ADEA's headquarters in Washington, DC.

NEW FELLOWS JOIN ADEA LEADERSHIP INSTITUTE

At the 2023 Annual Session & Exhibition in Portland, OR, ADEA held orientation for the ADEA Leadership Institute's Class of 2024. The class will then complete four phases, which will culminate with their graduation at the 2024 ADEA Annual Session & Exhibition in New Orleans, LA.

The Leadership Institute is designed to develop the most promising individuals at academic institutions to become future dental and higher education leaders.

ADEA COSRF MEET AT 2023 ADEA FALL MEETINGS

ADEA Fall Meetings occurred in Pittsburgh, PA from Oct. 26-27, 2023. Thirty-five students attended representing institutions such as A.T. Still University Missouri School of Dentistry & Oral Health, Meharry Medical College School of Dentistry, University of Missouri – Kansas City School of Dentistry, and a large contingent from the University of Pittsburgh School of Dental Medicine.

The ADEA Council of Students, Residents and Fellows (ADEA COSRF) agenda included topics such as district commissioner updates and goals, and a group activity where students wrote a letter to their future selves about their dental career goals and aspirations. The council meeting ended with the “Pathways to Academic Dental Careers Panel: Why I Teach” faculty panel.

This year, ADEA COSRF also partnered with other councils to facilitate joint sessions. ADEA COSRF and the ADEA Council of Sections led a presentation and discussion about the evolving views and perspectives about professionalism in the profession from faculty, administrator and students’ points of view. Additionally, ADEA COSRF partnered with the ADEA Sections on Dental School Admissions Officers and Student Affairs and Financial Aid (AFASA) to discuss students’ expectations and realities of navigating the dental school admissions process. Students served on a panel followed by round table discussions between students and dental school administrators. The various sessions allowed students to network with peers, faculty and administrators from various institutions and backgrounds.

ADEA CONTINUES TO SUPPORT SHPEP, PREPARES FOR 35TH ANNIVERSARY CELEBRATION

Supported by the Robert Wood Johnson Foundation, the Summer Health Professions Education Program (SHPEP) is a nationwide initiative aimed at guiding

undergraduate students to explore various health professions, including dentistry, medicine, nursing, optometry, pharmacy, physical therapy and public health. This tuition-free program operates across 12 partner institutions nationwide, including but not limited to Columbia University, Howard University and the University of Iowa.

In August 2023, the SHPEP National Program Office (NPO), comprising of colleagues from the Association of American Medical Colleges (AAMC) and ADEA, hosted a team retreat. The agenda included team-building exercises, discussions on SHPEP outreach strategies for its upcoming 35th anniversary and plans for supporting students post-program. Additionally, discussions were held concerning the SHPEP admissions process, which saw a total of 2,324 applicants in 2023—an increase of 21% compared to 2022. Of note is the growing interest in the dentistry pathway, evidenced by a 52% surge in applications from 2022 to 2023.

ADEA is deeply involved in fostering alumni engagement for SHPEP. This includes guiding the National Alumni Advisory Board and the National Advisory Committee, leading initiatives in professional development, networking, and fundraising. Additionally, ADEA also manages two SHPEP program-related scholarships. In its inaugural year, the Dr. Sherket B. Peterson Scholarship for Research & Innovation supported two SHPEP alumni with financial awards and professional mentorship. Established in 2010 by the SHPEP National Alumni Advisory Board, the Rubens J. Pamies, M.D. Opportunity Fund continues to provide financial support to four program alumni, assisting them with costs associated with professional or graduate school applications.

ADEA EXHIBITS AT 2023 NSHSS ATLANTA SCHOLAR'S DAY

ADEA staff exhibited at the 2023 NSHSS Atlanta Scholar's Day at the Georgia Tech Hotel and Conference Center on Nov. 10-11, which attracted nearly 800 students and parents. Over the two-day event, ADEA staff engaged with more than 30 high school students and their parents about careers in the dental professions.

ADEA ENTERS PARTNERSHIP WITH NATIONAL AHEC ORGANIZATION

The ADEA Educational Pathways team completed a partnership agreement with the National AHEC Organization (NAO) to provide an opportunity for ADEA to leverage AHEC's existing programming and communities and provide resources to promote the dental profession.

NAO represents a network of more than 300 Area Health Education Center (AHEC) program offices and centers that serve over 85% of United States counties. The NAO mission is to help its members achieve the AHEC mission through advocacy, education and collaboration. The AHEC mission is to enhance access to quality health care, particularly primary and preventive care, by improving the supply and distribution of healthcare professionals via strategic partnerships with academic programs, communities and professional organizations.

NAO has over 660,000 participants with existing pathway programs across the country. ADEA's partnership includes presence on the NAO website, ADEA logo in its weekly newsletter, two dedicated emails, one webinar and up to 10 social media posts.

Through the partnership with NAO, ADEA will develop relationships with local AHEC chapters throughout the United States to build awareness of the oral health professions.

ADEA EXHIBITS AT THE 2023 NAAHP REGIONAL MEETINGS

ADEA sponsored and exhibited at the four 2023 National Association of Advisors for the Health Professions (NAAHP) regional meetings. Staff chatted with health professions advisors from around the country about ADEA resources and how best ADEA can support the work advisors do. Staff engaged with 50+ advisors at each meeting. Some regional meetings hosted pre-health student fairs (in person and virtually) with limited success.

2023 ADEA STAFF ATTEND ANNUAL BIOMEDICAL RESEARCH CONFERENCE FOR MINORITY STUDENTS (ABRCMS)

ADEA staff promoted careers in the dental professions at the 2023 ABRCMS meeting in Phoenix, AZ, on Nov. 15-18, 2023. Each year, ABRCMS attracts over 2,000 underrepresented community college, undergraduate and postbaccalaureate students interested in science, technology, engineering and mathematics.

ADEA EXPANDS PARTNERSHIP WITH HOSA AND STAFF ATTEND HOSA CONFERENCE

In 2023, ADEA became an eElite partner with HOSA-Future Health Professionals, expanding its engagement with the global student-led organization. This new partnership provides ADEA with additional opportunities, including prime exhibit space at the annual HOSA International Leadership Conference, sponsorship of two dental competitions (Dental Science and Dental Terminology) and a HOSA Scholarship for academic excellence.

Curtis Burrill, M.Ed., ADEA Senior Director, Recruitment and Outreach for Dental Education, and Elizabeth Johnson, M.S., ADEA Director of Recruitment for Application Services, attended the 2023 HOSA International Leadership Conference, June 26-29, 2023, in Dallas, TX. The conference was attended by more than 12,000 middle school, high school and college students and their advisors from across the country. In the exhibit hall, staff interacted with around 800 students across the three days and provided insight into the dental professions. Mr. Burrill and Ms. Johnson also partnered with the American Physical Therapy Association to provide a presentation, "From Z to A: Navigating the changing expectations of future health professionals," to 50+ students and advisors. Additionally, ADEA provided a stand-alone presentation on careers in dentistry, which included presentations from a current dental and dental hygiene student.

ADEA STAFF EXHIBIT AT 2023 NIH GRADUATE AND PROFESSIONAL SCHOOL FAIR

On July 19, Elizabeth Johnson, M.S., ADEA Director of Recruitment for Application Services, represented ADEA at the 2023 National Institutes of Health (NIH) Graduate and Professional School Fair with an exhibit and by engaging, meaningful conversations with students interested in pursuing dental careers.

APPLICANTS ACCEPTED INTO THE 2023 ADEA EMERGING LEADERS PROGRAM

The Emerging Leaders program provides early-career faculty from dental and allied dental programs with guidance, insight and skills to continue building their academic careers. Thirty-eight applicants registered in 2023, and their participation ends with a presentation at the 2024 ADEA Annual Session & Exhibition in New Orleans, LA.