

2024 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 very pleased to present the 2024 American Dental Education Association Annual Report. I would like to thank the oral health education community for your united dedication and engagement. It is through your firm commitment that ADEA is able to generate substantial progress and drive change.

Throughout 2024, ADEA has led the charge for innovation, advancements and success in oral health education. With a forward-thinking vision and through collaborative efforts with members, industry leaders and like-minded organizations, we are well poised to pave the way toward an evolution of oral health education.

Recognized as “The Voice of Dental Education,” ADEA is your leader in these ongoing efforts to enhance and promote oral health education. This past

year presented us with opportunities to provide new leadership development programs to deans and faculty, disseminate critical industry research data to our community, explore next-level models of oral health education, celebrate pioneers in oral health education and share our successes and challenges on the global stage.

Our suite of leadership programs remains the industry standard and provides comprehensive and cutting-edge education to deans and faculty. In 2024, we introduced the third cohort of Fellows into the 2025-26 year-long ADEA Council of Deans Fellowship Program, designed for those intending to apply for positions as dental school dean or higher-level administration. The 2025-26 ADEA Leadership Institute welcomed six fellows into this highly competitive program. Additionally, our popular ADEA Emerging Leaders Program provided the guidance, insights and skills to participants just starting to navigate their academic journey.

The previous year was one saturated by shifts in social ideologies, political norms, technology breakthroughs and educational architecture. We are all wondering how these and other changes might affect oral health education in the near and distant future. As such, ADEA continues to explore forward-thinking initiatives. The ADEA Task

2024 ADEA Annual Report

Force on Envisioning and Transforming the Future of Oral Health & Education (ADEA TF – ETFOHE) presented their objectives and findings “on the road” at ADEA and industry events and are preparing next-phase deliverables and designing next steps. The ADEA Advisory Committee on Innovation, Clinic Education and Public Health held its inaugural meeting last year, exploring digital innovations, the global impact of technologies and the integration of virtual reality (VR) haptics in oral health education.

While this overview represents but a sampling of our extensive programs, resources and initiatives, our pledge to our mission remains solid: To develop an inclusive, future-ready oral health workforce prepared to improve the health of all people and communities through leadership, education and collaboration. Leveraging our excellence in oral health education innovation, essential member services, research and data analysis, scholarly publishing, thought leadership and global impact, ADEA remains the preeminent industry champion for you, your colleagues and your institutions and programs. Together, we’ll continue to forge a prosperous future for the oral health education community.



Heighten knowledge and awareness of pathways to the oral health professions.

ADEA Co-hosts 2024 ADEA/AADOCR/Friends of NIDCR Advocacy Day

In April 2024, ADEA, the American Association for Dental, Oral, and Craniofacial Research (AADOCR) and the Friends of the National Institute of Dental and Craniofacial Research (FNIDCR) joined forces for the 2024 Advocacy Day. This event was held in person on Capitol Hill in Washington, DC. Participants received a legislative briefing and advocacy training in April 2024 that featured speakers from Congress, the Health Resources and Services Administration and NIDCR. They also had group meetings on Capitol Hill with targeted congressional offices, including the participants' own elected officials.

ADEA Partners With AAMC to Prep for 2025 Summer Health Professions Education Program (SHPEP); Celebrates 35th Anniversary of SHPEP

The 2025 Summer Health Professions Education Program (SHPEP) application cycle opened on Nov. 1, 2024, and closed on Feb. 5, 2025. The six-week program will begin in June 2025 and end late July/early August 2025.

SHPEP is a free summer program for students to explore their interests in medicine, dentistry, nursing, optometry, pharmacy, physical therapy, public health and more. The program takes place at 11 ADEA partner institutions and offers students a chance to develop competencies for becoming successful applicants to health profession programs, plan academic journeys, access clinical exposure and network. SHPEP is funded by the Robert Wood Johnson Foundation with direction and technical assistance provided by the Association of American Medical Colleges (AAMC) and ADEA.

New in 2025, two of the 11 program sites (Rutgers University and Western University of Health Sciences) will serve second- and third-year students, while the remaining nine will continue to serve first- and second-year students. Three program sites will offer a full, in-person experience and eight will provide a hybrid experience.

Both the Grantee Meeting and Future Leaders in Health Summit (35th Anniversary Celebration) took place in the AAMC building from Dec. 5-7, 2024. The latter, open to past participants of all four SHPEP program iterations, offered an array of activities, such as mock interviews, poster presentations, breakout sessions and roundtable discussions, honoring the legacy of SHPEP, enriching awareness and skills and cultivating the collective passion for supporting the health professions.

ADEA Receives Delta Dental Grant for Pathways to Smiles Initiative

Through the Delta Dental Oral Health Diversity Fund, which awards up to \$1 million annually to support initiatives that promote greater diversity in the oral health workforce, ADEA applied for and was selected to receive \$200,000 for the new “Pathways to Smiles: Nurturing Inclusivity in the Oral Health Professions” initiative. This collaborative effort is dedicated to strengthening partnerships with Area Health Education Centers (AHECs) nationwide and focuses on building a diverse and prepared oral health workforce for rural and underserved communities. With the goal of reaching over 500 students across the country in its first year, the initiative aims to increase awareness of and interest in the oral health professions by engaging 14-18-year-olds in a variety of programs at 10 AHEC locations.

ADEA is one of six Delta Dental Oral Health Diversity Fund awardees for 2024, alongside Diversity in Dentistry Mentorships, the National Dental Association, Planet Smilez, Inc. and the Society of American Indian Dentists

ADEA Reiterates Support for Multi-state Dentist and Dental Hygienist Compact; Compact Enters Implementation Phase

ADEA posted a letter of support in July 2024 for the [Dentist and Dental Hygienist Compact](#) on ADEA Connect, ADEA’s online member community. The letter was accompanied by an FAQ to help members better understand the purpose of the Compact and how it works.

In 2018, ADEA co-founded the Coalition for Modernizing Dental Licensure alongside American Dental Association and the American Student Dental Association. One of the Coalition’s goals was to increase licensure portability to allow for professional mobility and improved access to care.

Ten states have now joined the Compact, which is currently in an implementation phase. Commissioners from each state will meet in the fall to elect an Executive Committee, vote on initial rules and bylaws and take other steps for the compact to move toward being fully operational. Development of the Compact’s data system is expected to take place in 2025. Once implemented, the Compact will create a pathway

to licensure portability for dentists and dental hygienists who are licensed in member states. Licensees who live in a participating state can apply for a “compact privilege” that will allow them to practice in another participating state. Under the model Compact written by The Council for State Governments, license holders will be granted the opportunity to apply for compact privilege if they do the following:

- Hold a license as a dentist or dental hygienist;
- Graduate from a Commission on Dental Accreditation-accredited program;
- Successfully complete a clinical assessment for licensure, with “clinical assessment” currently defined as an examination or process required for licensure as a dentist or dental hygienist, as applicable, that provides evidence of clinical competence in dentistry or dental hygiene;
- Have passed a National Board Examination of the Joint Commission on National Dental Examinations or another examination accepted, by rule, as a requirement for licensure;
- Meet any jurisprudence requirements;
- Complete a criminal background check;
- Submit an application and pay applicable fees; and
- Comply with requirements to submit specified information for administrative purposes.

ADEA Partners With the Society of American Indian Dentists (SAID) to Offer Webinar About Indigenous Communities

In November 2024, the ADEA Office of Access, Diversity and Inclusion partnered with the Society of American Indian Dentists (SAID) to host “Honoring Heritage, Building Futures: Creating Pathways Into Dentistry for Indigenous Communities.” The webinar highlighted the urgent need for more Indigenous dentists, explored the historical relationship between Indigenous communities and the health care system and dentistry and examined oral health trends in Indigenous communities today. Additionally, the challenges Indigenous students face while pursuing dental education were discussed, as well as strategies for developing partnerships to support their success.

Approximately 65 attendees participated in the event. Sara Bendoraitis, ADEA Senior Director of Diversity, Equity, and Inclusive Learning moderated the session, which featured three speakers: Cristin Haase, D.M.D., M.P.H., President, Society of American Indian Dentists; Frances Kim, D.D.S., M.P.H., Student Programs Manager, Society of

American Indian Dentists; and Teague Rutherford, D.M.D., M.P.H., Society of American Indian Dentists.

ADEA Presents at HOSA International Leadership Conference

ADEA continues to be an Elite Partner with HOSA Future Health Professionals, providing expanded engagement with the global student-led organization. ADEA Senior Director of Recruitment and Outreach for Dental Education Curtis Burrill II, M.Ed.; ADEA Director of the Predoctoral Application Service Chonté James; and ADEA Senior Data Analyst for Strategic Enrollment Services Lu Wang, M.Ed., attended the 2024 HOSA International Leadership Conference June 26-29, 2024, in Houston, TX, with more than 13,000 middle school, high school and college students and their advisors from across the country. Staff interacted with more than 500 students during those three days and provided insight into the oral health professions. ADEA provided a stand-alone presentation on careers in dentistry, which included presentations from a current dental student and current dental hygiene student.

ADEA Exhibits at 2024 National Institutes of Health Graduate and Professional School Fair

In July 2024, ADEA staff exhibited at the 2024 National Institutes of Health Graduate and Professional School Fair. The Graduate and Professional School Fair is an in-person and hybrid event designed for those who are planning to apply to graduate or professional school in the near future. Summer interns, college students and post-baccalaureate students can gather information about how to apply to graduate or professional school, explore institutions and programs and network with program directors and faculty members from institutions across the country.

ADEA Holds 2024 ADEA GoDental Virtual Fair

The 2024 ADEA GoDental Virtual Fair took place on May 21, 2024, with 1,194 student attendees participating during the scheduled programming. During the three-hour event, ADEA hosted an ADEA AADSAS Informational Booth, a *Financing Your Dental Education* chat session and 63 dental school booths and chats.

ADEA Hosts New GoDental Event and Virtual Series

In fall 2024, ADEA held the ADEA GoDental: Application Ready Regional Recruitment Event, a first-time in-person regional event scheduled in the Midwest Region for 60-plus students.

ADEA Office of Educational Services staff hosted a three-part virtual series for predoctoral students called the ADEA GoDental Focus Series. The series took place on May 29, 2024, (249 registrants; eight live attendees); June 13, 2024, (210 registrants; 63 live attendees); and June 25, 2024, (169 registrants; 30 live attendees), covering the following topics: “Tackling the Personal Statement,” “Acing Your Dental School Interview” and “Dispelling Dental School Myths.” Each session featured two current dental students and breakout sessions that allowed attendees to ask more detailed questions of the panelists.

ADEA Releases JDE Association Report based on Predoctoral U.S. Dental Applicants and First-time, First-year Enrollees Data, 2023 Entering Class

ADEA research team produced a new trend analysis of predoctoral U.S. dental applicants and first-time, first-year enrollees. The analysis provides a wide-ranging summary of the 2023 Entering Class, while highlighting trends over the past decade (2013 – 2023). The analysis was released as an ADEA association report in the November 2024 issue of *ADEA Journal of Dental Education*.

Dr. West Presents at the National Academies Forum on Temporomandibular Disorders

In June 2024, the National Academies Forum on Temporomandibular Disorders (TMD) hosted a public session to explore opportunities and challenges in interprofessional education and training. The virtual forum brought together participants from across relevant public and private sectors to foster long-term multidisciplinary relationships and interprofessional collaboration. Speakers discussed clinical practice and research and care guidelines for TMD, among other things. Karen P. West, D.M.D., M.P.H., ADEA President and CEO, participated and presented on “Opportunities and Challenges in Interprofessional Education and Training for Temporomandibular Disorders (TMD)”.

ADEA and ADEA Councils Host First Virtual “Road to Residency” Event

In October 2024, ADEA Council of Students, Residents and Fellows (ADEA COSRF) collaborated with the ADEA Council of Sections (ADEA COS) and ADEA Council of Advanced Education Programs (ADEA COAEP) to host the first “Navigating the Road to Residency” webinar. The virtual event included presentations about ADEA PASS® (ADEA Postdoctoral Application Support Service) by Yolanda Jones, ADEA Director of Advanced Dental Education Application Service, How to Prepare for Applications by Russ Bergman, D.M.D., Board Director for ADEA COAEP and a panel

featuring five residents who have had involvement in ADEA COSRF in the past few years. Approximately 150 attended and participated in a breakout room session for Q&A.

ADEA Modular Faculty Curriculum Steering Committee Continues Collaboration With ADA

The ADEA Modular Faculty Curriculum (AACFC) Steering Committee volunteer members have produced 10 PowerPoint slides with speaker notes, which have been peer-reviewed and are ready for an instructional designer to create a 12- to 15-hour learning experience using multimedia technology. The focus is on creating material that appeals to someone thinking about entering academia from private practice. The contributions of members of American Dental Association's Council on Dental Education and Licensure have been key to this process. The Committee has also voted to name the project, "ADEA Transition From Practitioner to Professor".

54 ADEA Chapters for Students, Residents and Fellows Registered for 2023-24

In June 2024, there were 54 ADEA Chapters for Students, Residents and Fellows (ADEA Chapters) registered for the 2023-24 association year, comprising 51 U.S. dental schools and three allied dental programs. The University of Alabama at Birmingham School of Dentistry created a new ADEA Chapter in 2024

ADEA Hosts Health Career Connections (HCC) Summer Intern

For several years, ADEA has worked with Health Career Connections (HCC), which is a nationwide organization that coordinates 10-week, full-time, paid summer internship opportunities for undergraduate students and recent graduates who are interested in pursuing careers in health professions. The Office of Access, Diversity and Inclusion (ADI) hosted HCC summer intern Zuha Ali, a fourth-year student majoring in Public Health Sciences and minoring in Humanities, Health and Medicine at the University of Maryland, College Park. Ali supported various ADI programs and initiatives, such as preparing a policy brief on school-based health centers.



Attract and prepare the next cadre of faculty, staff and leaders for oral health education.

ADEA Holds 2024 ADEA Diversity, Equity, Inclusion and Belonging Workshop

The 2024 ADEA Diversity, Equity, Inclusion and Belonging (DEIB) Workshop was held in Coronado, CA, on Oct. 23, 2024. This year's theme, *Equity in Action: Dismantling Injustice and Promoting Social Justice in Academic Dentistry*, provided 127 attendees with tools and strategies to further a humanistic environment in academic dentistry that better align with the diversity-related Commission on Dental Accreditation (CODA) standards. There were several speakers with backgrounds in dentistry, DEI and law—among them were keynote speaker Damon Williams, Ph.D., Chief Catalyst of the Center for Strategic Diversity Leadership and Social Innovation, and Randal Pinkett, Ph.D., M.S., CEO of BCT Partners. The sessions centered on the importance of incorporating equity and social justice practices in clinical and classroom settings. The workshop concluded with a reception and a poster presentation with 17 presenters.

ADEA Presents at Minority Faculty, Administrators and Practitioners Forum at the NDA

The National Dental Association (NDA) Convention was held in Las Vegas, NV, from July 25–28, 2024, with the theme, *“Standing on the Shoulders of Giants: Launching into a Future Beyond Imaginations.”* Karen West, D.M.D., M.P.H., ADEA President and CEO; Angelo Lee, Ed.D., ADEA Chief Diversity Officer; and Kristen Wong, Ed.D., ADEA Director of Inclusive Programs and Services, presented at the Minority Faculty, Administrators and Practitioners Forum. In a presentation titled, *“ADEA at a Glance and Board Leadership,”* Dr. West provided insights into ADEA's key initiatives, while Drs. Lee and Wong discussed, among other things, U.S. dental school and workforce data and ADEA Access, Diversity and Inclusion initiatives. Todd V. Ester, D.D.S., M.A., Chair-elect of the ADEA Board, was also present and instrumental in the development of the conference as a member of NDA's Minority Faculty Affairs Committee and moderator of the NDA/Colgate faculty awards luncheon.

ADEA Releases the 2022-23 ADEA U.S. Dental Faculty Compensation Reports

In February 2024, ADEA released the national and dental school level faculty compensation reports resulting from the analysis of the 2022-23 ADEA Dental School Faculty Salary and Demographic Census. All ADEA members can purchase a copy of [ADEA U.S. Dental School Faculty Compensation National Report, 2022-23](#). The deans at the participating U.S. dental schools received a copy of their school's ADEA Faculty Compensation Dental School Report, 2022-23. This Excel-based report provides the school's aggregated compensation and institutional data compared to national, regional and institution-type data. The report displays information on the 2022–23 guaranteed annual salary and total compensation of full- and part-time U.S. dental school faculty nationally and by ownership type and U.S. Census region. These reports are intended to help the deans at the U.S. dental schools in their hiring policies and all members in assessing the trends in U.S. dental school faculty compensation.

ADEA Releases New Research on Dental School Faculty in September Issue of the Journal of Dental Education

Based on the data from 2021-22 ADEA Faculty Census and 2018-19 ADEA Faculty Survey, the ADEA research team produced a new trend analysis of U.S. dental school faculty demographics and other information about faculty. The analysis compares the landscape of dental school faculty in 2018-19 with 2021-22, the last year before the COVID-19 pandemic outbreak. This is the first study to analyze trends in dental school faculty since the article written by Allan J. Formicola, D.D.S., M.D., in the August 2017 Journal of Dental Education.

ADEA Releases New Research on Dental School Faculty in Interactive Format

In summer 2024, the ADEA research team released three interactive reports examining the changes between 2018-19 and 2022-23 of overall U.S. dental school positions, open and lost positions. The research examines the [trends between 2018-19 and 2022-23](#) of U.S. dental school faculty position information, faculty demographics and information about new faculty and separated faculty. Another aspect it analyzes are the [changes in the open faculty positions](#) by employment status, major discipline, academic rank, length of time the positions were vacant during the fiscal year, factors influencing the ability to fill vacancies and sources of coverage for the open faculty positions. A similar analysis was released simultaneously for [lost positions](#).

ADEA Shows Support for Dental Assisting Faculty at ADAA Annual Conference

In November 2024, Rebecca Stolberg, RDH, M.S., ADEA Vice President, Allied Dental Education and Faculty Development, represented ADEA at the first American Dental Assisting Association (ADAA) Annual Conference in a decade in Dallas, TX. The current association president and program directors in the room expressed appreciation for ADEA's support over their past difficult years. The conference had great attendance—over 200 participants—and offered Continuing Education on infection control, advocacy, dealing with difficult patients and sexual harassment.

ADEA Begins Prep for 2025-26 ADEA Council of Deans Fellowship Program

The ADEA Council of Deans Fellowship (ADEA CDF) Program is accepting its third cohort of Fellows into the 2025-26 year-long program. The program's goal is to provide skills, knowledge and experience to fellows who intend to apply to positions as dental school dean or higher-level administration. This program is characterized by scrupulous selection of Fellows and high-level mentoring.

The current cohort completed their second module at the 2024 Deans' Conference, where they participated in a joint session with ADEA corporate members. They are completing their second dental school site visit where they shadow dental school deans and are finishing their capstone project for presentation at the 2025 ADEA Annual Session & Exhibition in National Harbor, MD.

ADEA Selects 2025-26 Leadership Institute Fellows

The 2025-26 ADEA Leadership Institute Fellows have been selected, with six fellows successfully earning scholarships to attend this program. The 2024-25 cohort presented their projects through a new live eLearn webinar series from January to February 2025. The sessions are below:

- "Make It Stop: De-implementation Strategies for Low-value Care in Dentistry";
- "Understanding Faculty Wellness Resources and Their Utilization at U.S. Dental Schools";
- "Quiet Quitting: Authentic Leadership Strategies in Maximizing Workplace Efficiency in Dental Education";
- "The Impact of Informal Caregiving on Dental School Faculty"; and
- "Implications and Opportunities of Expanding Enrollment in Dental Education Through New Schools and Existing Programs."

ADEA Selects 2024-25 Emerging Leaders Fellows

The ADEA Emerging Leaders program is aimed at early-career faculty who show promise as potential leaders, and provides guidance, insight and skills as the goal of each participant building an academic career. The 2024-25 participants will develop a research project, which they are invited to present at the 2025 ADEA Annual Session & Exhibition in National Harbor, MD, when they graduate. Two of the 2025-26 candidates have been awarded scholarships that pay their tuition.

ADEA eLearn Continues to Offer Micro-credentials and Webinars for Continuing Education

In 2024, ADEA eLearn held both live and on-demand webinars. The recorded asynchronous presentations are available on eLearn for the next three years. Topics covered included:

- “Navigating a Road to Residency”—a virtual event hosted by ADEA Council of Students, Residents, and Fellows; Council of Advanced Education Programs and Council of Sections;
- Persons with intellectual, physical and developmental disabilities;
- Sustainability in dental education;
- Creating pathways to dentistry for indigenous communities;
- Sustaining momentum of the ADEA IWLC VII: Equity, advocacy, scholarship and research; and
- AI in higher education.

In addition to webinars, ADEA also continued to offer the Micro-credential Program. In 2024, 10 micro-credentials (MC) were purchased and the first ADEA Micro-credential badge was awarded for the Technology Integration in Didactic Teaching MC.

ADEA Hosts 2024 Summer Deans’ Institute

In August 2024, nearly four dozen deans attended the 2024 Summer Deans’ Institute in Colorado Springs, CO, an annual Fall gathering of the deans of U.S. and Canadian dental schools that partners with ADEA. Featured presenters included Karl Haden, Ph.D., FACD, President and CEO of the Academy for Advancing Leadership (AAL); Brig. Gen. I Linell A. Letendre, J.D., Dean of the Faculty, U.S. Air Force Academy; and Nader A. Nadershahi, D.D.S., M.B.A., Ed.D., Dean and Vice Provost, University of the Pacific, Arthur A. Dugoni School of Dentistry.

ADEA Launches 2024 Allied Program Director Survey

This biennial survey was successfully launched in November 2024 in collaboration with the allied dental leadership team in ADEA's Office of Knowledge, Engagement and Development. The survey represents an important data collection effort for ADEA allied constituents. The survey questionnaire was revised and improved prior to launch to ensure its relevance and effectiveness. It collects valuable information about the allied dental program director role and demographics, allied faculty positions, compensation, vacancies and retirements.

ADEA 2024 Mid-Career Allied Dental Faculty Workshop (ADFW)

This program aided allied-dental faculty to discover new possibilities and build skills in collaboration. Participants prepared new goals for potential advancement into senior positions, leadership roles and further promotion at their schools. They also acquired an instant network of colleagues and resources to support their move into the next phase of their academic careers in research, leadership, administration, advocacy and/or promotion.



Re-envision the model for oral health education.

ADEA Selects 2024 Enid A. Neidle Scholar

Katie Pudwill, M.S., a Senior Lecturer at the Department of Dental Hygiene at the University of South Dakota, was selected as the 2024 Enid A. Neidle Scholar. The Enid A. Neidle Scholar-in-Residence receives a stipend to engage in a cumulative fellowship that consists of visits to ADEA headquarters in Washington, DC, and protected time at their home institution to pursue research, networking and leadership development opportunities. While in Washington, DC, and through virtual engagements, the scholar gains a distinct perspective on a wide variety of topics impacting dental education and women, including issues related to oral health, health care, gender equity, diversity and inclusion, leadership development, faculty development and advancement, workforce patterns, research, global health, the academic health professions and gender-based issues.

Each scholar is assigned a senior ADEA staff member(s) and is involved in a variety of ADEA activities in addition to their primary research project. Each scholar's experience is unique and tailored to fit their individual needs and capitalizes on current and contemporary issues within academic dentistry, health care and our rapidly changing world.

During the Neidle program, Ms. Pudwill conducted research on how faculty gender influences variances in research and service workload percentages and its impact on women's career advancement in oral health education.

ADEA Presents at the WHO Global Oral Health Meeting

Marsha A. Pyle, D.D.S., M.Ed., ADEA Senior Chief of Knowledge, Engagement and Development and ADEA Senior Scholar-in-Residence, represented ADEA during the WHO Global Oral Health Meeting in Bangkok, Thailand. Dr. Pyle presented the work of International Federation of Dental Educators and Associations from the invitational leadership meeting at the Association for Dental Education in Europe meeting in Leuven, Belgium, in September 2024. She joined Prof. Corrado Paganelli (IFDEA); Prof. Brian O'Connell, President of ADEE; Ms. Jill Rethman, President of International Federation of Dental Hygienists; and Prof. Ana Wintergerst from the Latin American

group (OFEDO-UDUAL). The presentation highlighted oral health professional education associations' work to advance the WHO Global Oral Health Action Plan.

Advisory Committee on Innovation, Clinic Education and Public Health Holds Inaugural Meeting

The Advisory Committee on Innovation, Clinic Education and Public Health (ACICEPH) had its first meeting during the ADEA Joint Advisory Committee Meeting in September 2024 at ADEA headquarters in Washington, DC. Presentations were given about:

- Digital innovations, including the integration of augmented and virtual reality in dental training, artificial intelligence (AI) in designing removable partial dentures and the transition toward a fully digital workflow in dental clinics;
 - Global impact of technologies, such as intraoral scanning, CAD/CAM, haptics and AI in dental education, focusing on how these tools shape the future of dental training while preserving foundational skills; and
 - Integration of virtual reality (VR) haptics in dental education, emphasizing its role in improving students' learning curves and self-confidence in clinical settings.
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ADEA Announces New Task Force on Envisioning and Transforming the Future of Oral Health & Education

ADEA announced the formation of the ADEA Task Force on Envisioning and Transforming the Future of Oral Health & Education (ADEA TF – ETFOHE), led by Co-chairs Nicole Kimmes, D.D.S., Dean and Clinical Professor at the University of New England College of Dental Medicine, and Ryan L. Quock, D.D.S., Distinguished Teaching Professor at the UTHealth Houston School of Dentistry and Past Chair of the ADEA Board of Directors. A Steering Committee made up of ADEA members will lead the work. The task force will employ subcommittees, focus groups and other methods to ensure a broad and representative engagement across our membership, oral health professionals and other health professions.

ADEA Leads 2024 Virtual and In-person Caucuses to Shape Policy to ADA House of Delegates

In October 2024, ADEA engaged members through both virtual and in-person caucuses to discuss and evaluate the American Dental Association (ADA) House of Delegates (HOD) resolutions with significant implications for oral health education and practice.

The ADEA Virtual Caucus convened on Oct. 2, 2024, via Zoom, with 162 ADEA members participating in discussions on 20 resolutions. This platform enabled members to

provide valuable feedback on priority resolutions in preparation for the ADA HOD sessions.

On Oct. 18, 2024, ADEA conducted its ADEA in-person caucus in New Orleans, LA. Key attendees included Karen P. West, D.M.D., M.P.H., ADEA President and CEO; Susan H. Kass, M.Ed., Ed.D., RDH, ADEA Chair of the Board; Ana N. López Fuentes, D.M.D., M.P.H., ADEA Immediate Past Chair of the Board; Marsha A. Pyle, D.D.S., M.Ed., ADEA Senior Chief of Knowledge, Engagement and Development; and Deans from various dental institutions. Both virtual and in-person sessions were presented and moderated by Gülsün Gül, D.D.S., M.B.A., M.P.H., M.S., ADEA Chief of Innovation, Clinical Education and Public Health, focused on refining ADEA's strategic approach through an in-depth review of 15 ADA HOD resolutions.

During the ADA HOD sessions held from Oct. 19–22, 2024, Dr. West, Dr. Kass and Dr. López Fuentes delivered 10 impactful testimonies addressing critical issues relevant to oral health education and practice. These efforts highlight ADEA's unwavering commitment to advocating for its members and shaping policies that advance oral health education and practice.

ADEA Releases Report on Dental School Clinics and Their Involvement With Medicaid and the Children's Health Insurance Program (CHIP)

In March 2024, ADEA released the "[Dental Schools in the Community: Expanding Access to Oral Health Care Services](#)" report on the involvement of U.S. dental schools in the provision of oral health care services and their engagement with government programs such as Medicaid and Children's Health Insurance Program (CHIP). Based on an analysis of the results of the 2021-22 ADEA U.S. Dental School Clinics Survey, this policy research report details the revenue sources and patient demographics of dental school clinics.

ADEA Releases "Dentists of Tomorrow 2024"

In December 2024, ADEA published the annual summary report titled, "[Dentists of Tomorrow 2024.](#)" The study showcases the journey of U.S. dental schools' predoctoral senior class of 2024—including the influences on and their reasons for pursuing dentistry, their dental school experiences, plans upon graduation and the investment in their careers. When possible, the 2024 survey respondents' answers were compared with their 2019 counterparts. Further, the research analyzed the responses of predoctoral senior students from historically underrepresented race and ethnicity (HURE) groups in dentistry to better understand their journeys and experiences. This year, the study also looked at changes in student-perceived levels of wellbeing and their intra- and interprofessional activities during dental school. ADEA members will have access to the summary report and an online storyboard featuring interactive charts and talking points.

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ADEA created individualized reports with the *2024 ADEA Survey of U.S. Dental School Seniors* results for each U.S. dental school. A school report compares the results based on the responses of the students at the school with the national results. The reports were available upon national report release, only with the respective school dean's approval.



Position ADEA to support its mission and members.

ADEA Launches New Website

The Department of Communications and Marketing (DCM) spearheaded the launch of the new ADEA website, working with the ADEA Office of Information Technology (IT) and the website vendor. DCM is actively supporting the process of identifying issues with the new website, ensuring that any areas of concern are brought to light. The goal is to support a resolution process that improves the website's functionality, usability and overall performance, delivering exceptional user experience. To aid this effort, a feedback form allows users to share their input and help refine the website further. A cross-functional team of staff and ADEA's legal counsel is reviewing and updating ADEA's website privacy policy, ensuring compliance with the latest regulatory requirements, user accessibility, and search engine optimization best practice.

ADEA Prepares the Research Data Platform Initiative for a Member-facing Portal

Development of the new ADEA research data portal for members is well underway. The primary current activity is to develop benchmarking dashboards to be used by different segments of ADEA membership. Each dashboard will be a visual presentation of data of interest to a community of ADEA membership, using the data and infrastructure assembled in Phase 1 of the ADEA Research Data Platform initiative.

Under the guidance of the ADEA Board of Directors, eight workgroups have been formed to guide this effort to ensure the needs of members from all ADEA membership segments are met. There is a workgroup for each of the seven ADEA Councils and one for the admissions and financial aid community (AFASA). Forty ADEA members volunteered to serve on any of the eight workgroups. All groups convened and will complete their meetings in spring 2025. ADEA is preparing more than a dozen compelling dashboards as part of the new ADEA member-only research data portal to be released in late 2025.

ADEA Implements Various Initiatives Within Its Internal Customer Database

ADEA's Office of Information Technology (IT) collaborated on various initiatives regarding Association Anywhere (AA), ADEA's internal customer database. These initiatives included the following:

- **Student Chapters**—IT is working with the Office of Access, Diversity and Inclusion (ADI) to implement a system to manage and grow ADEA's Student Chapters by leveraging AA. To ensure this solution meets ADEA's needs, IT organized demos with three organizations already using AA's Chapters Module. IT is currently evaluating the required processes and configurations before setting up the system.
- **AA–ADEA Research Data Platform Integration**—IT is working with the Office of Educational Services (OES) and the vendor, Envision IT, to integrate AA with the ADEA research data platform. The goal of the integration is to authenticate the credentials of members accessing the dashboards part of the ADEA research data platform and ensure proper access to the system.

ADEA Implements Enhancements to Application Submission Process

In collaboration with the ADEA Office of Educational Services (OES), the Office of Information Technology (IT) implemented enhancements to streamline the application submission process, aiming to improve accessibility and convenience for prospective applicants. One of the key improvements is the introduction of [Knowledgebase](#), a knowledge base online service. This service enabled applicants to search the Fee Assistance Program (FAP) website and receive prompt answers, significantly reducing their reliance on email communication. Between May 13 and June 6, 2024, this solution facilitated over 1,500 article views from approximately 169 searches

ADEA Looks to Improve ADEA Connect

ADEA's Office of Information Technology (IT) is actively exploring new technology platforms that offer enhanced engagement options and potential cost savings for ADEA Connect, its online member community. To facilitate this process, IT has established two internal teams to identify the next platform:

- **ADEA Connect Search Task Force**—This team will assist in evaluating vendors, participating in demos and making the final decision on the platform that will replace our current vendor.
- **ADEA Connect Strategy Team**—This team will develop the strategy for introducing the new platform to ADEA members and create a roadmap to improve adoption and member engagement.

Moving forward, IT will also continue to maintain close collaboration with the ADEA Connect ambassadors by facilitating meetings, training sessions and giving incentive awards. ADEA Connect ambassadors are volunteers and champions within the ADEA Connect online communities. One incentive IT offered was complimentary registration to the 2025 ADEA Annual Session & Exhibition in National Harbor, MD, for six outstanding contributors, with two winners selected from each category: regular members, allied members and student members.

ADEA Begins Steps to Update the ADEA Dental School Explorer

The ADEA Department of Communications and Marketing is collaborating with the Office of Educational Services to look at updating the platform for the online ADEA Dental School Explorer, which contains a searchable database of profiles of all the dental schools in ADEA AADSAS® (ADEA Associated American Dental Schools Application Service). The team plans to solicit feedback from students and explore other similar directories to determine the path forward.

ADEA Issues State Opposing NIH Restructuring

ADEA [issued a statement](#) opposing the U.S. House of Representatives' Labor, Health and Human Services, and Education and Related Agencies Subcommittee recommendation of June 27, 2024, to restructure the National Institute of Health and, in doing so, eliminate the National Institute of Dental and Craniofacial Research (NIDCR) and consolidate its operations into a new, unrelated institute. The NIDCR is the federal government's leading agency for scientific research on dental, oral and craniofacial health and disease. Given that ADEA supports academic and scientific research that advances oral health care and education, ADEA urged the full Committee on Appropriations and the House of Representatives to reject the Subcommittee's recommendation.

Dr. West Speaks on Panels Regarding Transforming Health Care for People Living with Intellectual and Developmental Disabilities at AADMD

In June 2024, Karen West, D.M.D., M.P.H., ADEA President and CEO, participated in three high-profile sessions during the American Academy of Developmental Medicine & Dentistry's (AADMD) One Voice Conference in Chicago, IL. The event is dedicated to exploring how oral health professionals can transform health care for people living with Intellectual and Developmental Disabilities (IDD).

Dr. West's critical role as an industry thought leader included her participation as a panelist in the Curriculum Innovation Panel, Transformational Leadership Panel and President's Fireside Chat, which also featured Linda Edgar, D.D.S., President, American Dental Association; Scott Ferguson, M.D., Board of Trustee member, American Medical

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Association; Karyl Rattay, M.D., M.S., FAAP, Director of Division of Human Development and Disability, Centers for Disease and Prevention; Lisa Howley, Ph.D., M.Ed., Senior Director of Transforming Medical Education, Association of American Medical Colleges; and former Massachusetts State Representative Jim Brett.