



2023 ADEA Deans' Conference
Nov. 11–13, 2023
The DeSoto
Savannah, GA

Help Wanted: Recruiting and Retaining Our Faculty and Staff

Recruitment and retention of faculty and staff is one of the most significant challenges facing dental school deans and organizational leaders today. The post-pandemic period has been characterized by significant employee movement due to retirements, resignations and ever-increasing competition for talent. The conference will provide an opportunity to explore the changing workforce landscape and learn tools for shaping a satisfying workplace culture.

Preliminary Agenda

Saturday, Nov. 11

7:30 a.m. – noon	ADEA Council of Deans Fellowship (CDF) Meeting (By invitation only)
8:30 a.m. – 5:00 p.m.	Registration
9:00 – 11:00 a.m.	ADEA Council of Deans (ADEA COD) Administrative Board Meeting (By invitation only)
Noon – 1:00 p.m.	Joint Lunch for ADEA New Deans' Workshop Attendees, ADEA CDF Fellows, ADEA COD Administrative Board and Members of the ADEA Board of Directors (By invitation only)
1:00 – 3:30 p.m.	ADEA New Deans' Workshop (By invitation only)
4:30 – 6:00 p.m.	Opening Session: Welcome and Introductions Janet Guthmiller, D.D.S., Ph.D. Chair, ADEA Council of Deans Dean, University of North Carolina at Chapel Hill Adams School of Dentistry Ana Lopez Fuentes, D.M.D., M.P.H. Chair of the ADEA Board of Directors Professor and Former Dean, University of Puerto Rico School of Dental Medicine

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

Keynote Session—Work Reimagined: Recruiting and Retaining in Today's Workplace

Presenter
Hannah Ubl
Co-founder, Good Company Consulting

The post-acute COVID world has left many people and organizations in a workplace cultural daze with many companies moving forward on improving their culture at a snail's pace. This is in contrast to the future-focused and cutting-edge tools that have revolutionized how we communicate and collaborate. The result: organizational strategies in dire need of rethinking and revision and many employees report feeling dread and anxiety.

This presentation asks tough questions around the concept of "work ethic and work culture," the importance of building trust, clarifying communication methods and investing in connections. The idea is to challenge preconceived notions about how to foster a healthy company culture, no matter your level or role. This presentation gives you what you need to create change within your sphere of influence and help create an awesome workplace.

Learning Objectives

- Describe mindset-shifting insights on the future of work and how to stay competitive in a continuously shifting landscape.
- Explore best-practices from organizations with proven awesome workplaces, and how you can adapt their strategies for your workplace.
- Develop a fresh perspective on work culture that challenges the way things "should be done."

CE Credits: 1.0

6:00 – 7:00 p.m.

Reception

Dinner on Your Own

Sunday, Nov. 12

8:00 – 9:00 a.m.

Networking Breakfast

9:00 – 10:15 a.m.

Addressing the Faculty and Staff Shortage

Presenters

Gulsun Gul, D.D.S., M.B.A., M.P.H., M.S.

ADEA Chief Policy Officer

Rebecca Stolberg, RDH, M.S.

Vice President, ADEA Allied Dental Education and Faculty Development

Reactor Panelists

Ana Lopez Fuentes, D.M.D., M.P.H.

Chair of the ADEA Board of Directors

Professor and Former Dean, University of Puerto Rico

School of Dental Medicine

Susan H. Kass, M.Ed., Ed.D., RDH

Chair-elect of the ADEA Board of Directors

Program Director, Miami Dade College

Nader Nadershahi, D.D.S., M.B.A., Ed.D.

Immediate Past Chair of the ADEA Board of Directors

Dean, University of the Pacific, Arthur A. Dugoni School of Dentistry

Sheila Brear, B.D.S.

ADEA Chief Learning Officer

The post-acute pandemic period has been characterized in multiple sectors as ushering in the Great Retirement and the Great Resignation. Oral health education is no different! This session will provide current data on its impact on dental and allied dental staffing in institutions and oral health education programs. ADEA's principal officers will share their perspectives as dental faculty, allied dental program director and a dental school dean, respectively. Participants then turn to creative solutions to resolve the current stress points in faculty and staff recruitment and retention.

10:15 – 10:45 a.m.

Break

10:45 a.m. – noon

Identifying Potential Solutions to the Academic Workforce Shortage: Opportunities for Collective Action

During this session, participants will engage in small- and large-group discussions to identify strategies to improve recruitment and retention collectively and at the individual school level. ADEA's collaboration

with the ADA on a curriculum for practitioners desiring to enter an academic role will be briefly described as an example of one strategy.

Learning Objectives

- Describe the level of 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.

CE Credits: TBD

Noon – 1:15 p.m.

Lunch

1:30 – 2:30 p.m.

Hot Topics in Dental Education: What Leaders Need to Know

The hot topic presentations will be a series of shorter presentations followed by time for Q&A. Each speaker will have 20 minutes total for their presentation and Q&A.

- CODA, compacts and the changing environment for licensure
 - Dr. Anthony Ziebert, Senior Vice President, Education and Professional Affairs, American Dental Association
- Building a diverse class in light of the SCOTUS decision: What leaders can do
 - Dr. Carolyn Booker, ADEA Chief of Educational Pathways
- Exploring new models for dental education: Thinking differently about the future of dental school
 - Dr. Karen West, ADEA President and CEO

2:30 – 4:00 p.m.

Group Social Activity: Tour of Historic Savannah by Trolley

Hop aboard and enjoy a 75-minute trolley tour of beautiful historic Savannah. See the sights and hear the history from an expert tour conductor. Departs promptly at 2:30 p.m. from the DeSoto Savannah.

Presented by Brasseler USA—Registration Required

4:00 – 5:00 p.m.

Group Social Activity: Leopold's Ice Cream Social

Leopold's Ice Cream is named "One of the Top 10 Ice Cream Parlors in the World." Join us and enjoy some delicious ice cream!

Sponsored by Brasseler USA

6:00 p.m.

Dine Arouds/Dinner on Your Own

Monday, Nov. 13

8:00 – 9:00 a.m.

Networking Breakfast

9:00 – 11:30 a.m.

Power and Influence for Culture Change

Presenter

Rob Kramer, M.F.A., PCC

Co-founder and Partner, Spiro Coaching Institute

Creating change in an organization can take tremendous effort, skill and even luck. Having the right tools at the right time to gain support, build coalitions and influence decision-making are an essential component to this success. This session will provide insights and actionable tools to effectively use power and influence strategies across the enterprise and in any direction, enabling leaders to be more effective, better supported and, overall, more successful in their jobs.

Learning Objectives

- Identify the key levers to use to drive change in your organization.
- Differentiate between the concepts of power and influence.
- Describe how to integrate power and influence strategies within your organization.

CE Credits: 1.5

11:30 a.m. – 12:45 p.m.

Lunch and Adjournment of Main Conference

The remainder of the conference is for deans only. (Corporate and other attendees depart after lunch.)

12:45 – 4:30 p.m.

ADEA COD Business Meeting

(For members of the ADEA COD and invited guests only.)

- Power and Influence for Culture Change: Implications for Deans
Discussion and Q&A with Rob Kramer
- Business Meeting

4:30 p.m.

Adjourn

6:00 p.m.

Dinner for Dental School Deans and Their Guests

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All speakers agree that neither they nor members of their immediate family have any financial relationships with commercial entities that may be relevant to their presentation.
