



2023–24 ADEA Emerging Leaders Program
Facilitated by AAL
July 19–22, 2023

Preliminary Agenda

Purpose:

- Describe and discuss current topics and trends in academic dentistry.
- Build a professional network of colleagues and mentors.
- Create a career plan to focus on activities that will build professional capacities.
- Assess and develop leadership competencies to prepare for future opportunities both institutionally and within ADEA.

Themes:

- Assessment for Development: Personal data on which to build a development plan.
- Mentorship: How to find a mentor and how to become one.
- Career Development: How to find your niche and develop career opportunities.
- Considerations and Expectations of a Faculty Member: Policies and networking.
- Wellness and Resilience: Strategies for balancing career with other dimensions of life.

Faculty:

Felicia Tucker-Lively, Ph.D., M.P.H., Vice President, AAL

Marnie Oakley, D.M.D., Senior Associate Dean, University of Pittsburgh School of Dental Medicine

Brad J. Potter, D.D.S., M.S., Senior AAL Consultant, Former Senior Associate Dean for
Academic Affairs, University of Colorado School of Dental Medicine

Advisors:

Alison F. Doubleday, Ph.D., Director of Faculty Development, Department of Oral Medicine and
Diagnostic Sciences, University of Illinois Chicago College of Dentistry (ADEA LI Class of 2022)

Susie Goolsby, D.D.S., M.S.H.A., Associate Dean for Student Admissions, Oregon Health &
Science University School of Dentistry (ADEA LI Class of 2021)

Karin Quick, D.D.S., Ph.D., Director, Division of Dental Public Health, Director, Global Programs,
University of Minnesota School of Dentistry (ADEA LI Class of 2021)

Bruno C. Jham, D.D.S., M.S., Ph.D., Associate Dean for Academic Affairs, Midwestern University
College of Dental Medicine-Illinois (ADEA LI Class of 2017)

Joe C. Ontiveros, D.D.S., M.S., Head, Oral Biomaterials Division, Houston Center for Biomaterials
and Biomimetics, UTHealth Houston School of Dentistry (ADEA LI Class of 2022)

Aditya Tadinada, D.D.S., M.D.Sc., Associate Dean for Graduate Research, Education, and
Training, University of Connecticut School of Dental Medicine (ADEA LI Class of 2022)

ADEA Staff:

Renee Latimer, M.B.A., Senior Director, Professional Development and Educational Technology

Eric Lund, M.A., Professional Development Manager

Nirah Forman, Meetings Manager

Sessions are numbered by day and session (e.g., 1.1 is Day 1, Session 1). Using the agenda as a reference, any corresponding materials will be numbered according to the day and session and can be downloaded in ADEA Connect.

Day 1: Wednesday, July 19

8:00 – 9:00 a.m.	Breakfast
9:00 – 9:10 a.m.	Welcome and Introductions Felicia Tucker-Lively, Ph.D., M.P.H. Karen P. West, D.M.D., M.P.H. Renee Latimer, M.B.A.
9:10 – 9:45 a.m.	Getting to Know 2023–24 ADEA Emerging Leaders Program Class
9:45 – 10:45 a.m.	1.1 Unraveling Personality Types and Self-Leadership Felicia Tucker-Lively, Ph.D., M.P.H. This session explores self-leadership and development through the lens of virtues as character strengths. Participants will engage in application exercises to explore Myers Briggs Type Indicator (MBTI) type, personal experience, and reflection. Learning Objectives <ul style="list-style-type: none">• Assess one’s personal preferences for taking in information and making decisions• Identify the effect of type preferences on one’s contributions as a leader and follower. CE Credits: 1.0
10:45 – 11:00 a.m.	Break
11:00 a.m. – 12:15 p.m.	1.2 Making Difficult Conversations Less Difficult Marnie Oakley, D.M.D. In this session, attendees will learn how to no longer avoid difficult conversations, but instead, lead them with confidence using best practices through a structured approach. Lecture format will be used in combination with small workgroup activities and practice sessions. Learning Objectives <ul style="list-style-type: none">• Describe the value of reflection and a structured approach when preparing for a difficult conversation.• Explain how to leverage and apply identified tools to reframe your understanding of the individual and the potential issues related to your difficult situation.• Identify best practices that support success when leading difficult conversations.• List helpful leadership strategies to prevent difficult situations. CE Credits: 2.25
12:15 – 1:00 p.m.	Lunch
1:00 – 2:00 p.m.	1.2 Making Difficult Conversations Less Difficult, continued

2:00 – 2:15 p.m.

Break

2:15 – 4:30 p.m.

1.3 Multidirectional Leadership

Marnie Oakley, D.M.D.

In this session, attendees will learn strategies to leverage their strengths to influence their bosses, peers and subordinates to achieve organizational success. Lecture and interactive small group activities will be used.

Learning Objectives

- Describe the importance of self-awareness and self-management when preparing to lead in multiple directions.
- Explain the value of enhancing and shifting one's identified strengths away from overexpression toward leading with authenticity.
- List effective techniques alongside identified competencies when growing in various frames of multidirectional leadership.
- Identify opportunities to address challenges that threaten your multidirectional leadership growth and your organizational success.

CE Credits: 2.25

4:30 – 5:00 p.m.

Peer Group Debrief Meeting

Advisor Groups

5:00 p.m.

Adjourn

5:00 – 6:00 p.m.

Reception

6:00 – 8:00 p.m.

Dinner on Your Own

Day 2: Thursday, July 20

8:30 – 9:15 a.m.

Breakfast

9:15 – 9:30 a.m.

Daily Reflection and Assessment

9:30 – 10:30 a.m.

2.3 Team Effectiveness Discussion

Felicia Tucker-Lively, Ph.D., M.P.H.

In this session, attendees and advisors will discuss how one's behaviors influence one's effectiveness in team dynamics. Peer groups will identify team strengths and opportunities to enhance effectiveness. This session will incorporate a breakout session for peer-group activities.

Learning Objectives

- Identify individual contributions to team performance.
- Describe team strengths and opportunities for enhancing effectiveness.

CE Credits: 1.0

10:30 – 11:30 a.m.	Group Project Description and Initial Discussion Felicia Tucker-Lively, Ph.D., M.P.H. CE Credits: 1.0
11:30 – 12:30 p.m.	Lunch w/ Facilitators
12:30 – 2:00 p.m.	2.2 Career Development Through Personal Reflection, Effective Communication and Autonomy in Learning Brad J. Potter, D.D.S., M.S. In this session, attendees will discuss strategies, tools and techniques for enhancing their careers in academics. Essential to growth in an academic career is effective communication in teaching and professional interactions. Attendees will learn skills for personal reflection, autonomy in learning, as well as writing and refining career goals in order to enhance opportunities and productivity in desired areas of career focus. The importance of understanding the promotion and tenure process at academic institution will be discussed. Lecture format will be used in combination with small workgroup and discussion activities. Learning Objectives <ul style="list-style-type: none">• Apply the key skills and aspects of effective communication across academic situations, purposes, and audiences.• Identify skills to enhance your leadership when conducting meetings.• Describe the importance of self-reflection for identifying career goals.• Explore how to use autonomy to focus on career outcomes.• Identify important considerations to prepare successfully for promotion and tenure progression. CE Credits: 1.5
2:00 – 2:15 p.m.	Break
2:15 – 3:30 p.m.	Project Discussion Felicia Tucker-Lively, Ph.D., M.P.H. In this session, attendees will continue project discussion with Advisors.
3:30 – 4:30 p.m.	Project Question and Answer Felicia Tucker-Lively, Ph.D., M.P.H. CE Credits: 1.0
4:30 p.m.	Adjourn
5:00 – 8:30 p.m.	Group Networking Event and Dinner

Day 3: Friday, July 21

8:30 – 9:15 a.m.

Breakfast

9:15 – 9:45 a.m.

Daily Reflection and Assessment

9:30 – 11:00 a.m.

3.1 Enhancing Leadership Capacity Through Diversity, Equity, Inclusion and Belonging

Felicia Tucker-Lively, Ph.D., M.P.H.

This session addresses the importance of leadership in building and sustaining a diverse and inclusive community in dental education. The activities, interspersed through the session, are designed for interactive discussion and group exercises to enhance effectiveness in diversity and inclusion efforts.

Learning Objectives

- Describe the role leadership plays in building and sustaining inclusive excellence through access, diversity, equity, and inclusion.
- Discuss potential challenges and barriers for considerations.
- Identify tools and strategies for achieving an inclusive community in dental education.

CE Credits: 1.5

11:00 – 11:15 a.m.

Break

11:15 a.m. – noon

Peer Discussion

Peer Coaching Based on Level of Experience

In this interactive small workgroup session, attendees will share and discuss career goals and plans.

Learning Objectives

- Discuss individual career plans.

CE Credits: 0.75

Noon – 1:00 p.m.

Lunch

1:00 – 2:30 p.m.

3.2 Mentorship and Networking

Brad J. Potter, D.D.S., M.S.

In this session, attendees will learn strategies for identifying and selecting their team of mentors. The importance of establishing mentoring relationships with students, residents and fellow academic colleagues will be emphasized. Professional networking and techniques to develop networks and the importance of effective networking for faculty recruitment and retention, as well as leadership development, will be discussed. Lecture format will be used in combination with small workgroup and discussion activities.

Learning Objectives

- Describe important traits necessary to becoming an effective mentor to peers and students.
- Identify mentorship skills necessary to help develop leadership abilities.
- Employ techniques to develop one's professional networks.
- Explain how to build productive relationships that will lead to a healthy institutional culture.
- Apply skills learned to enhance your reputation amongst your peers.
- Discuss how to use networking to improve recruitment and retention strategies.

CE Credits: 1.5

2:30 – 2:45 p.m.

Break

2:45 – 4:15 p.m.

3.3 Peer Coaching With Advisors

Learning Objectives

- Apply a model for peer feedback.
- Develop action steps to address an important issue at one's home institution.
- Build peer group communication skills and support.

CE Credits: 1.5

4:15 – 4:30 p.m.

Project Question and Answer

Felicia Tucker-Lively, Ph.D., M.P.H

4:30 p.m.

Adjourn

5:00 – 8:00 p.m.

Reception and Dinner

Day 4: Saturday, July 22

8:30 – 9:15 a.m.

Breakfast, Daily Reflection and Assessment

9:15 – 10:45 a.m.

4.1 Aligning Scholarship With Professional Development

Brad J. Potter, D.D.S., M.S.

In this session, attendees will explore practical ways to increase their scholarly output and publish their own articles. They will learn strategies to make scholarly activity and publication part of their career plan. Lecture format will be used in combination with individual and small workgroup activities.

Learning Objectives

- Apply strategies for publishing within your discipline and academic dentistry.
- Design a research and publishing strategy as part of your career plan.

CE Credits: 1.5

10:45 – 11:45 a.m.

Team Project Discussion
Advisors and Peer Groups

In this session, attendees will share and discuss career goals and plans. Peer groups will identify the area of investigation for their project and assign roles of group members for the initial project work. Dates, times and mechanisms for ongoing virtual meetings after the program will be established.

Learning Objectives

- Discuss individual career plans.
- Identify an area of investigation for team project.
- Establish a work plan for the team project.

CE Credits: 1.0

11:45 a.m. – noon

Next Steps and Closing Remarks
Felicia Tucker-Lively, Ph.D.

Noon

Adjourn (Do not depart before noon)

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