

2024–25 ADEA Emerging Leaders Program  
Facilitated by AAL  
July 24–27, 2024

### 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, M.P.H., Ph.D., Vice President, AAL

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

#### Advisors:

Marco C. Bottino, D.D.S., M.Sc., Ph.D., Director, Regenerative Dentistry Postgraduate Program, University of Michigan School of Dentistry (ADEA LI Class of 2021)

Clark Dana, D.D.S., Ph.D., Associate Dean of Oral Health Education, Roseman University of Health Sciences College of Dental Medicine (ADEA LI Class of 2022)

Edmund Khoo, B.D.S., Clinical Professor and Chair, CTOR Academy (ADEA LI Class of 2020)

Elmer (EJ) Newness, D.D.S., Interim Assistant Dean for Academic Administration, Director of Accelerated Dental Program, University of Detroit Mercy School of Dentistry (ADEA LI Class of 2017)

Thyagaseely (Sheela) Premaraj, B.D.S., Ph.D., Program Director of Orthodontics, Nova Southeastern University College of Dental Medicine (ADEA LI Class of 2022)

Jayne S. Reuben, Ph.D., Director of Instructional Effectiveness, Texas A&M University School of Dentistry (ADEA LI Class of 2022)

Dharini van der Hoeven, M.Sc., Ph.D., Director of Pre- and Post-doctoral Research, UTHealth Houston School of Dentistry (Class of 2021)

#### ADEA Staff:

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

Eric Lund, M.A., Professional Development Manager

Nirah Forman, Senior Director, Meetings, Conferences and Educational Technology

*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 24

8:00 – 9:00 a.m.

### Breakfast

ADEA Office

655 K Street, NW, Suite 800

Board of Directors Room

9:00 – 9:10 a.m.

### Welcome and Introductions

ADEA Office

Great Hall

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

Karen P. West, D.M.D., M.P.H.

Renee Latimer, MBA

9:10 – 9:45 a.m.

### Getting to Know 2023–24 ADEA Emerging Leaders Program Class

Great Hall

9:45 – 11:00 a.m.

### 1.1 Unraveling Personality Types and Self-Leadership

Great Hall

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

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

- 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: 1.25

11:00 – 11:15 a.m.

### Break

11:15 a.m. – 12:15 p.m.

### 1.2 Multidirectional Leadership

Great Hall

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 utilized.

#### Learning Objectives

- Recognize 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.
- Describe 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.

12:15 – 1:00 p.m.  
*Board of Directors Room*

**Lunch**

1:00 – 2:00 p.m.  
*Great Hall*

**1.2 Multidirectional Leadership, continued**

CE Credits: 2.0

2:00 – 2:15 p.m.

**Break**

2:15 – 3:45 p.m.  
*Great Hall*

**1.3 Group Project Description and Initial Discussion**  
Felicia Tucker-Lively, M.P.H., Ph.D.

Session is devoted to the group project development process:

- Identify a peer group name.
- Explore group project process and develop timeline for completion.
- Begin identifying a project topic.

CE Credits: 1.5

3:45 – 4:00 p.m.

**Q&A, Evaluation and Adjourn**

4:00 – 5:30 p.m.

**Break**

5:30 – 6:30 p.m.

**Welcome Reception**  
*Ottoman Taverna*  
*425 I Street, NW*

6:30 p.m.

**Dinner on Your Own**

## Day 2: Thursday, July 25

8:00 – 9:00 a.m.  
*Board of Directors Room*

**Breakfast**

9:00 – 9:15 a.m.  
*Great Hall*

**Daily Reflection and Assessment**

9:15 – 9:45 a.m.  
*Great Hall*

**2.1 Peer Group Discussion of Myers Briggs Type Indicator (MBTI) Reports**  
Felicia Tucker-Lively, M.P.H., Ph.D.

Participants should bring their MBTI reports with them to this session. This session is based on the MBTI homework and will focus on



communication styles. Based on MBTI type and their personal experience and reflection, each peer group member will answer and be ready to discuss the following:

1. When communicating with others, the two words that describe my style best are... (e.g., compassionate listener, logical processor, practical contributor).
2. Something that irritates me when communicating with others is... .
3. Something I could do to improve the way I communicate with others is... .

CE Credits: 0.5

9:45 – 10:45 a.m.  
*Great Hall*

## **2.2 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**

- 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.

10:45 – 11:00 a.m.

### **Break**

11:00 a.m. – 12:15 p.m.  
*Great Hall*

## **2.2 Making Difficult Conversations Less Difficult, continued**

CE Credits: 2.25

12:15 – 1:00 p.m.  
*Board of Directors Room*

### **Lunch**

1:00 – 2:00 p.m.  
*Great Hall*

## **2.3 Team Effectiveness Discussion**

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

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

2:00 – 2:15 p.m.

**Break**

2:15 – 3:30 p.m.

*Great Hall*

**2.4 Effective Communication in Academic Settings**

Dharini van der Hoeven, M.Sc., Ph.D.

This presentation aims to equip emerging leaders in oral health education with the essential skills for effective communication. It will delve into the nuances of interpersonal communication, emphasizing active listening, empathy and clarity in conveying information. Participants will explore strategies to enhance communication within academic settings, fostering collaboration among faculty, staff and students. Practical insights and real-world scenarios will be shared to empower participants to navigate complex communication challenges in their roles as educators and leaders.

Learning Objectives

- Develop active listening skills and enhance clarity in communication.
- Explore how to engage with colleagues and students to foster a collaborative, supportive learning environment.
- Describe the significance of fostering an inclusive and culturally sensitive communication approach in oral health education.
- Identify practical techniques to ensure information is effectively conveyed and received.

CE Credits: 1.25

3:30 – 4:30 p.m.

*Great Hall*

**2.5 Project Discussion**

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

In this session, attendees will continue project discussion with advisors. By Day 3, each group should submit its topic to Dr. Tucker-Lively.

- Review and discuss research topics.
- Explore alternative approaches based on feedback from advisors.

CE Credits: 1.0

4:30 – 4:45 p.m.

**Q&A and Adjourn**

4:45 – 5:30 p.m.

**Break**

5:30 – 8:30 p.m.

**Group Networking Event and Dinner**

*Monument Tour & Penn Social*



**Day 3: Friday, July 26**

8:30 – 9:15 a.m.                      **Breakfast**  
*Board of Directors Room*

9:15 – 9:45 a.m.                      **Daily Reflection and Assessment**  
*Great Hall*

9:30 – 10:45 a.m.                      **3.1 Enhancing Leadership Through Diversity, Equity, Inclusion and Belonging**  
*Great Hall*  
Thyagaseely (Sheela) Premaraj, Ph.D., B.D.S.

This session addresses the importance of building diverse and inclusive communities in dental education. This interactive session with group discussions and sharing personal experiences through storytelling is intended to explore the effectiveness of diversity, equity, and inclusion efforts on an institution's performance.

**Learning Objectives:**

- Discuss the importance of leadership in building and sustaining diversity, equity, inclusion and belonging.
- Describe the ways to create opportunities for hidden talents.
- Explain the role leadership can contribute to making or breaking an organization.

CE Credits: 1.25

10:45 – 11:00 a.m.                      **Break**

11:00 a.m. – noon                      **3.2 Peer Discussion—Peer Coaching Based on Level of Experience**  
*Great Hall*

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

**Learning Objectives**

- Discuss individual career plans.

CE Credits: 1.0

Noon – 1:00 p.m.                      **Lunch**  
*Board of Directors Room*

1:00 – 2:30 p.m.                      **3.3 Mentorship and Networking**  
*Great Hall*  
Felicia Tucker-Lively, M.P.H., Ph.D.

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.  
*Great Hall*

**3.4 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.  
*Great Hall*

**Project Question and Answer**

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

4:30 p.m.

**Adjourn**

5:30 – 8:30 p.m.

**Reception and Dinner**

*Rooftop & Third Floor Atrium*

**Day 4: Saturday, July 27**

8:30 – 9:15 a.m.  
*Great Hall*

**Breakfast, Daily Reflection and Assessment**

9:15 – 10:30 a.m.  
*Great Hall*

**4.1 Aligning Scholarship With Professional Development**

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

Advisors and Peer Groups

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: 1.25

10:30 – 11:30 a.m.  
Great Hall

**4.2 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 to 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

11:30 a.m. – noon  
Great Hall

**Next Steps and Closing Remarks**

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

Noon

**Adjourn (Do not depart before noon)**

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