

2025–26 ADEA Emerging Leaders Program  
Facilitated by AAL  
July 23–26, 2025

**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

Kelton T. Stewart, D.D.S., M.S., James J. Baldwin Endowed Professor, Assistant Dean for Faculty Development, Chair of the Department of Orthodontics, Indiana University School of Dentistry (LI Class of 2023)

**Advisors:**

Cheryline Pezzullo, D.D.S., Director for Community-based Programs, Clinical Associate Professor, General Dentistry & Comprehensive Care at NYU College of Dentistry (NYU Dentistry) (LI Class of 2024)

Afsheen Lakhani, D.M.D., Clinical Associate Professor in the Department of General Dentistry, Assistant Dean for Clinical Affairs at Boston University Henry M Goldman School of Dental Medicine (LI Class of 2021)

Zsuzsa Horvath, Ph.D., Associate Professor in the Department of Dental Public Health, Director of the Office of Academic Career Advancement, Director of the Academic Career Track Area of Concentration, Director of Faculty Development, University of Pittsburgh School of Dental Medicine (Pitt SDM) (LI Class of 2021)

Ethelyn Thomason Larsen, D.M.D., Clinical Associate Professor, Comprehensive Care Division Director in the Department of Restorative Dentistry at the University of Colorado School of Dental Medicine (CU SDM) (LI Class of 2021)

Saulo L. Sousa Melo, D.D.S., M.S.D., Ph.D., M.S., Associate Professor of Oral Pathology and Radiology, School of Dentistry, Associate Professor of Diagnostic Radiology, School of Medicine, Senior Director of Imaging & Radiation Safety, School of Dentistry at the Oregon Health & Science University School of Dentistry (OHSU SOD) (LI Class of 2023)

## *2025–26 ADEA Emerging Leaders Program*

Sukirth M. Ganesan, B.D.S., Ph.D., Associate Professor and Director of Advanced Education in Periodontology and the Visiting Scholar Program in the Department of Periodontics at the University of Iowa College of Dentistry and Dental Clinics (UI COD) (LI Class of 2024)

Steven M. Lepowsky, D.D.S., Professor and Dean of the University of Connecticut School of Dental Medicine (LI Class of 2005)

### **ADEA Staff:**

Sheila Brear, B.D.S., Chief Learning Officer

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 23**

8:00 – 8:50 a.m.                      **Breakfast**  
*ADEA Office*  
*655 K Street, NW, Suite 800*  
*Board of Directors Room*

8:50 – 9:00 a.m.                      **Welcome and Introductions**  
*ADEA Office*                      Felicia Tucker-Lively, M.P.H., Ph.D.  
*Great Hall*                      Karen P. West, D.M.D., M.P.H.  
   Sheila Brear, B.D.S.

9:00 – 10:15 a.m.                      **Getting to Know the Class of 2026**  
*Great Hall*                      Learning Objectives:

- Engage in an exercise to learn about other colleagues in class.
- Participate in a peer group activity to discuss program expectations and ground rules.

CE Credits: 1.25

10:15 – 10:30 a.m.                      **ADEA Emerging Leaders Program (ELP) Overview**  
*Great Hall*                      Felicia Tucker-Lively, M.P.H., Ph.D.

The session will outline key activities to occur throughout the year. Discussion will focus on the roles and responsibilities of peers and advisors.

10:30 – 11:45 a.m.                      **1.1 Unlocking 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 member of team.

CE Credits: 1.25

11:45 a.m. – 12:30 p.m.                      **Lunch**  
*Board of Directors Room*

12:30 – 1:45 p.m.  
*Great Hall*

## **1.2 Utilizing Difference to Enhance Self-Understanding**

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

- Identify strategies for working effectively with others by understanding personal preferences and using MBTI strengths.
- Develop a plan of action using assessment results to enhance leadership growth and development.

CE Credits: 1.25

1:45 – 2:00 p.m.

## **Break**

2:00 – 3:30 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.
- Identify a project topic.

CE Credits: 1.5

3:30 – 4:00 p.m.

## **Q&A, Evaluation and Adjourn**

4:00 – 5:30 p.m.

## **Break**

5:30 – 6:30 p.m.

## **Welcome Reception**

6:30 p.m.

## **Dinner on Your Own**

## **Day 2: Thursday, July 24**

8:00 – 9:00 a.m.

## **Breakfast**

*Board of Directors Room*

9:00 – 9:30 a.m.  
*Great Hall*

## **Daily Reflection and Assessment: Small Group Discussions**

Peer Groups

In peer groups, participants will discuss the most important takeaways from Day 1 and how to apply concepts at their home institutions. Advisors will help facilitate the discussions.

9:30 – 10:30 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. Describe communication methods with others—the two words that describe your style best are ... (e.g., compassionate listener, logical processor, practical contributor).
2. Identify something that irritates you when communicating with others.
3. Describe how you could improve the way you communicate with others.

CE Credits: 1.0

10:30 – 10:45 a.m.

## **Break**

10:45 a.m. – noon  
Great Hall

## **2.2 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: 1.25

Noon – 12:45 p.m.  
Board of Directors Room

## **Lunch**

12:45 – 1:45 p.m.  
Great Hall

## **2.3 Focus on Project Impact: Starting Off Strong**

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

The projects will follow perspective report guidelines from the *Journal of Dental Education*. Perspective articles should provide an opinion-based but well-supported commentary on controversies, innovations or emerging trends in dental education.

Learning Objectives:

- Discuss how to use the ELP Project to make an impact in dental education.
- Explore tips on avoiding saturated topics.
- Engage in exercises to help identify research questions.

CE Credits: 1.0

1:45 – 3:00 p.m.  
*Great Hall*

**2.4 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 activities and publications 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

3:00 – 3:15 p.m.

**Break**

3:15 – 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: 1.25

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**

## Day 3: Friday, July 25

8:30 – 9:15 a.m.

### Breakfast

*Board of Directors Room*

9:15 – 9:45 a.m.

*Great Hall*

### Daily Reflection and Assessment

In groups different from peer group assignments, participants will discuss the most important takeaways from Day 2. Advisors will help facilitate the discussions.

9:45 – 11:00 a.m.

*Great Hall*

### 3.1 Making Difficult Conversations Less Difficult

Kelton T. Stewart, D.D.S., M.S.

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 practices that support success when leading difficult conversations.
- List helpful leadership strategies to prevent difficult situations.

CE Credits: 1.25

11:00 – 11:15 a.m.

### Break

11:15 a.m. – 12:30 p.m.

*Great Hall*

### 3.2 Interpersonal Relations in Academia and Career Planning

Kelton T. Stewart, D.D.S., M.S.

In this session, attendees will discuss strategies, tools and techniques essential to their growth in an academic career. Attendees will learn skills for writing and editing career goals to enhance productivity. The importance of understanding the promotion and tenure process at academic institutions will be discussed. Lecture format will be used in combination with small workgroup and discussion activities.

#### Learning Objectives:

- Discuss the importance of assertion in interpersonal communication.
- Identify skills to enhance your leadership when conducting meetings.
- Identify important considerations to prepare successfully for promotion and tenure and reflect on current progress.

CE Credits: 1.25

12:30 – 1:15 p.m.      **Lunch**  
*Board of Directors Room*

1:15 – 3:00 p.m.      **3.3 Peer Coaching Discussion**  
*Great Hall*      Peer Group Participants and 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: 1.75

3:00 – 3:45 p.m.      **Project Question and Answer**  
*Great Hall*      Felicia Tucker-Lively, M.P.H., Ph.D.

3:45 – 5:30 p.m.      **Break**

5:30 – 8:30 p.m.      **Reception and Dinner**

**Day 4: Saturday, July 26**

8:30 – 9:15 a.m.      **Breakfast, Daily Reflection and Assessment**  
*Great Hall*

9:15 – 10:30 a.m.      **4.1 Mentorship and Networking**  
*Great Hall*      Kelton T. Stewart, 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.
- Apply techniques to develop one's professional networks.

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. – 12:45 p.m.  
Great Hall

## Working Lunch: What's Next: Leading With Focus and Resilience

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

- Discuss the importance of remaining focused and using resources for life-long development.
- Identify practices for enhancing resilience.
- Clarify priorities by establishing a plan of action for improving work-life integration.

CE Credits: 1.25

12:45 – 1:00 p.m.

## Evaluation and Closing Remarks

1:00 p.m.

Adjourn (Do not depart before 1:00 p.m.)

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