



ADEA Allied Dental Faculty  
Leadership Development Program  
August 6–9, 2025  
ADEA Headquarters  
Washington, DC

**Leadership Development Through Self-reflection and Inspiration**

The ADEA Allied Dental Faculty Leadership Development Program is designed for faculty and program directors in dental assisting, dental hygiene, dental laboratory technology and dental therapy programs with the potential to make significant contributions to allied dental education. The program provides participants with a unique opportunity to assess their current leadership skills and build on them while developing relationships with a small group of participants facilitated by an advisor. This empowering program provides individual coaching, mentoring and creates an outstanding network of colleagues.

**Learning Objectives**

- Develop and assess leadership competencies to prepare for leadership opportunities in allied dental education.
- Implement vision and values in relationship to long- and short-term goals.
- Examine legal and ethical issues surrounding faculty and staff issues and student rights and protections, including the use of artificial intelligence.
- Analyze various individual assessment tools to develop personal leadership styles.
- Develop additional skills in work-life integration, wellness and resiliency and trauma-informed leadership.
- Analyze leadership roles when relating to diversity and equity issues.
- Discuss the importance of mentoring and professional networks.

**Wednesday, August 6**

7:30 – 8:00 a.m.

**Registration**

8:00 – 8:30 a.m.

**Welcome**

Speakers

ADEA Staff

Rebecca L. Stolberg, RDH, M.S.D.H.

ADEA Vice President, Allied Dental Education and Faculty Development

American Dental Education Association

Erin Sigmon

Allied Dental Education Senior Manager

American Dental Education Association

Donna Casimier

Senior Meetings Manager  
American Dental Education Association

Advisors

Harold Jennings Jr., RDH, M.A.  
Associate Director  
Plaza College

Susan H. Kass, RDH, Ed.D.  
Program Director, Professor  
Miami Dade College

Denise McKinney, RDH, M.S., Ph.D.  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco, RDH, M.A.O.B.  
Program Director  
Fresno City College

Meet peer groups and advisors. There will be an introduction and orientation to the program and overview of roles of advisors and peers.

8:30 – 9:00 a.m.

**Participant Brief Introductions**

9:00 – 9:30 a.m.

**Group Introductions/Get to Know**

9:30 – 10:30 a.m.

**Leveraging Strengths for Leadership and Collaboration in Allied Dental Professions**

Facilitator  
Joanne Pacheco  
Program Director  
Fresno City College

This interactive presentation invites allied dental professionals to explore their personal and collective strengths using the CliftonStrengths assessment. Through reflective and forward-thinking activities, participants will identify how their unique talents have influenced past successes, how they shape present decisions and how they can be applied to achieve future goals. Emphasis will be placed on fostering a strengths-based environment to enhance team collaboration, build trust and drive innovation in dental education and practice. Participants will leave with actionable strategies to leverage their own strengths while recognizing and using those of their colleagues to create a cohesive, high-performing team.

### Learning Objectives

Upon completion of this session, participants will be able to:

- Evaluate their top CliftonStrengths to identify how these talents have contributed to their personal achievements and leadership roles in dental education and practice.
- Apply their understanding of personal and colleagues' strengths to improve communication, foster trust and promote a team-oriented approach within their departments or organizations.
- Develop a forward-focused plan to align their strengths with future leadership opportunities and team goals, fostering a culture of innovation and collaboration in allied dental professions

CE Credits: 1.0

10:30 – 10:45 a.m.

### Break

10:45 – 11:30 a.m.

### Leveraging Strengths for Leadership and Collaboration in Allied Dental Professions (Continued)

CE Credits: 0.75

11:30 a.m. – noon

### Reflection in Groups

#### Facilitators

Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne Pacheco  
Program Director  
Fresno City College

This interactive small-group session provides a space for participants to reflect on their top CliftonStrengths and explore how these talents influence their work, relationships, and personal growth. Through guided discussion and peer sharing, participants will deepen their self-awareness, gain insight into the diverse strengths of others and consider how to leverage individual and collective strengths for greater impact.

### Learning Objectives

Upon completion of this session, participants will be able to:

- Reflect on how their unique strengths influence their behavior, communication style and decision-making.
- Discuss similarities and differences in strengths within the group.
- Explore how individual strengths can complement others' in team dynamics.

CE Credits: 0.50

Noon – 1:00 p.m.

**Lunch**

1:00 – 2:30 p.m.

**The Culturally and Trauma-informed Leader**

Speaker  
Harold Jennings Jr.  
Associate Director  
Plaza College

This presentation integrates trauma-informed care principles with allied dental education and practice. It introduces the foundational concepts of trauma-informed care, examining its connection to mindfulness, emotional intelligence and pedagogy. The session will also provide practical strategies for applying trauma-informed approaches in both clinical and educational settings, aimed at enhancing the learning experience for students and supporting a trauma-sensitive teaching environment.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Define and explain the concepts of emotional intelligence, mindfulness, and trauma-informed care in the context of allied dental education and practice.
- Identify common causes of trauma, including adverse childhood experiences, minority stress, and stigma, and their impact on students.
- Recognize the signs and symptoms of trauma in students.
- Implement trauma-informed strategies to support and empower students in both educational and clinical environments.

CE Credits: 1.5

2:30 – 2:45 p.m.

**Break**

2:45 – 4:15 p.m.

### **Leveraging Leadership and Advocacy**

#### Speakers

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Bridgette DeHart, J.D.  
Director, Federal Government Relations and Advocacy  
American Dental Education Association

Phillip Mauller, M.P.S.  
Senior Director of State Relations and Advocacy  
American Dental Education Association

Understanding the importance and interconnectedness of advocacy at the federal, state, local, institutional and professional levels is essential for a current or future leader in allied dental education. Participants will be apprised of current and proposed policies impacting allied dental education. Additionally, participants will receive resources to enhance advocacy efforts within their allied dental curriculum.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Identify resources to integrate advocacy efforts in the allied dental education curriculum.
- Discuss current policies impacting allied dental education and patients' access to care.
- Use leadership skills to advocate for or against policies impacting allied dental education at local and state levels and professional associations.

CE Credits 1.5

4:15 – 5:15 p.m.

### **Mind Mapping Goals and Vision**

#### Speaker

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

During this session, strategies will be provided to create a visual diagram (a mind map) of present and future goals and directions, both personal and professional. Designing a vision statement will be addressed as well.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Construct a mind map prioritizing future goals in a creative approach.
- Foster their imagination to explore new ideas and opportunities
- Execute outside of the box thinking to enhance personal growth.

CE Credits: 1.0

5:30 – 6:00 p.m.

**Networking Reception on Roof**

6:00 – 7:00 p.m.

**Networking Dinner**

Evening

*Participants should plan and prepare their “mind maps” for presentation to their peer group on Friday afternoon.*

### Thursday, August 7

7:30 – 8:00 a.m.

**Reflection in Groups**

Facilitators  
Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco  
Program Director  
Fresno City College

This small-group reflection session invites participants to explore the principles of trauma-informed leadership. Participants will also reflect on the importance of advocacy at the federal and state levels, in their future leadership roles. Through guided discussion and peer sharing, participants will increase their knowledge base of these two concepts.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Reflect on how personal experiences and awareness of trauma can shape leadership style and influence team dynamics.
- Recognize the importance of advocacy as a core component of effective leadership at the institutional, state and federal levels.

- Examine the connection between leadership and advocacy in promoting change.

CE Credits: 0.5

8:00 – 10:00 a.m.

### **The 16 Personalities and Leadership Circle Profile (LCP)**

Speaker

Jen Lachman, B.A., M.S.

Founder & CEO

Lachman Consulting

In this session, participants will gain a greater understanding of their own leadership styles, preferences and behaviors and explore how they can use this heightened self-awareness to strengthen their leadership effectiveness and relationships with others. Participants will complete two assessments prior to the program—16 Personalities and Leadership Circle Profile (LCP)—which tap into key aspects of an individual's personality and preferences, as well as proven leadership competencies in areas such as strategy, communication, decision-making and interpersonal relations. During the session, participants will come together as a supportive learning community to interpret their results and begin to take action on their discoveries.

#### **Learning Objectives**

Upon completion of this session, participants will be able to:

- Articulate their leadership styles, preferences and behaviors based on the results of 16 Personalities and LCP assessments, contributing to a deeper understanding of their personal leadership identity.
- Evaluate their strengths and areas for improvement in key leadership competencies based on insights gained from the LCP.
- Identify specific areas for personal and professional growth based on their LCP results and peer interactions, using self-reflection and collaborative feedback.

CE Credits: 2.0

10:00 – 10:15 a.m.

**Break**

10:15 a.m. – noon

### **The 16 Personalities and Leadership Circle Profile (Continued)**

CE Credits: 1.75

Noon – 1:00 p.m.

**Lunch**

1:00 – 2:00 p.m.

### **Leadership Circle Profile (LCP) Group Discussions and Integration**

Facilitator  
Jen Lachman  
Founder & CEO  
Lachman Consulting

During this session, if they choose, participants will have an opportunity to discuss with their peers key aspects of their LCP results and gain insight into how they can move forward with personal and professional growth.

#### **Learning Objectives**

Upon completion of this session, participants will be able to:

- Engage in collaborative discussions within their advisor groups to share interpretations of their assessment results, fostering an environment of constructive feedback and collective learning.
- Demonstrate the ability to incorporate feedback from peers and facilitators into their personal development strategies, adjusting their approach as needed.
- Identify specific action steps they can take to strengthen their leadership in response to feedback (to be refined further during the remainder of the program and in one-on-one coaching sessions, if desired)

CE Credits: 1.0

2:00 – 2:15 p.m.

### **Break**

2:15 – 3:45 p.m.

### **Reflection in Groups**

Facilitators  
Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco  
Program Director  
Fresno City College

Through guided discussion, participants will explore themes of leadership effectiveness, personal patterns and developmental



opportunities. The session is designed to foster a safe and supportive environment where individuals can reflect and improve upon their current leadership behaviors.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Compare and contrast their leadership profiles with those of peers to deepen understanding and foster empathy for diverse approaches to leadership.
- Engage in supportive, reflective dialogue that promotes accountability and continued learning within a leadership community.
- Recognize opportunities for professional growth through self-reflection and peer dialogue.

CE Credits: 1.5

3:45 – 4:45 p.m.

### **Artificial Intelligence (AI) Impact on You as a Leader**

Rebecca L. Stolberg

ADEA Vice President, Allied Dental Education and Faculty Development

American Dental Education Association

AI is impacting all aspects of our lives. Whether a leader uses AI themselves or not, it's important to have a basic understanding of it along with basic knowledge of current systems being used. This session will focus on an overview of the current landscape of AI in academia from the perspective of leadership, including careful consideration of ethics and liability.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Discuss various aspects of AI use in academia.
- Compare and contrast benefits and risks of the use of AI.
- Apply AI in roles of leadership.

CE Credits 1.0

Evening

### **Dinner on Your Own**

*Participants should plan and prepare their "mind maps" for presentation to their peer group on Friday afternoon.*

## **Friday, August 8**

7:30 – 8:00 a.m.

### **Reflection in Groups**

Facilitators

Harold Jennings Jr.

Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco  
Program Director  
Fresno City College

During this session, each facilitator will choose a topic presented thus far in the program for small group discussion. The topic should revolve around a subject with which the facilitator wants to place more emphasis.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Express understanding of a selected topic introduced earlier in the program through focused dialogue and peer interaction.
- Build connections with colleagues through shared insights and meaningful discussion.
- Explore diverse perspectives by engaging in dialogue with peers around a selected topic of emphasis.

CE Credits: 0.5

8:00 – 9:00 a.m.

### **Wellness and Belonging Workshop**

Facilitators  
Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

This informative workshop will allow leaders to self-reflect on the importance of belonging and the implications it has on total wellness. Leaders will explore techniques to promote belonging through institutional policies and practices and curriculum review and development. Participants will be provided with resources to communicate in a culturally competent manner to promote a sense of belonging and the policies that further it within their programs.

Learning Objectives:

Upon completion of this session, participants will be able to:

- Articulate the concept of belonging and its connection to wellness.
- Apply culturally inclusive language and communication strategies to promote belonging.
- Practice strategies that integrate interpersonal and institutional belonging in allied dental programs.

CE Credits: 1.0

9:00 – 10:00 a.m.

**The Educational and Employment Climate in Allied Dental Education**

Speaker

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.  
Provost and Vice President for Academic Affairs  
University of Detroit Mercy

This program examines critical legal and ethical issues in educational and employment contexts. It covers topics such as recruiting, hiring, evaluating and terminating faculty and staff, as well as addressing students' rights, protections, recommended institutional policies and emerging challenges in higher education.

Learning Objectives

Upon completion of this session, participants will be able to:

- Analyze the legal and ethical implications of recruitment, hiring, evaluation, and termination processes for faculty and staff.
- Evaluate institutional policies designed to protect and uphold students' rights.
- Apply ethical and legal decision-making frameworks to real-world scenarios involving the management of faculty, staff, and students.

CE Credits: 1.0

10:00 – 10:15 a.m.

**Break**

10:15 – 11:15 a.m.

**The Educational and Employment Climate in Allied Dental Education (Continued)**

CE Credits: 1.0

11:15 a.m. – noon

**Reflection in Groups**

Facilitators

Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco  
Program Director  
Fresno City College

Through facilitated dialogue, participants will discuss real-world implications of institutional policies, employment practices and student rights in higher education. The session encourages critical thinking and the exchange of ideas around topics such as hiring and termination practices, equity in student support and emerging legal trends.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Discuss legal and ethical considerations related to hiring, evaluation, and termination processes.
- Examine emerging legal trends and consider their potential implications for institutional policies.
- Explore emerging legal and policy trends affecting higher education.

CE Credits: 0.75

Noon – 1:00 p.m.

#### Lunch

1:00 – 2:00 p.m.

#### Embracing and Supporting Gen Z

Speakers  
Joanne M. Pacheco  
Program Director  
Fresno City College

Harold Jennings Jr.  
Associate Director  
Plaza College

This session will focus on understanding the unique characteristics and needs of Generation Z students in allied dental education. Growing up with digital technology as a constant presence and being educated during the quarantine, Generation Z brings unique expectations and challenges to the classroom and clinical settings. This presentation will explore strategies for allied dental educators to

effectively engage and support Generation Z, while cultivating a positive, inclusive and professional learning environment.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Identify the key characteristics of Generation Z and how these influence their learning preferences and professional expectations.
- Discuss Generation Z's digital expectations and classroom strategies used to integrate technology and multimedia tools into allied dental curriculum.
- Develop practical methods that foster professionalism, career development and adaptability for Generation Z students.

CE Credits: 1.0

2:00 – 5:00 p.m.

### **Presentation of Mind Maps**

#### Facilitators

Harold Jennings Jr.  
Associate Director  
Plaza College

Dr. Susan H. Kass  
Program Director, Professor  
Miami Dade College

Dr. Denise McKinney  
Associate Professor, Graduate Program Director  
Old Dominion University

Joanne M. Pacheco  
Program Director  
Fresno City College

In this session, participants will present their personal mind maps to synthesize and share key learnings, reflections and connections made throughout the program. Through peer presentations and dialogue, participants will gain deeper insight into their own growth, learn from others' perspectives and strengthen their understanding of the core concepts explored in the course.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Explain their personal mind map to peers, highlighting key insights and developmental themes from the program.
- Clarify next steps for continued personal and professional development based on shared reflections and group feedback.

- Explore diverse perspectives and interpretations of course content through peer mind maps

CE Credits: 3.0

5:00 – 6:00 p.m.

**Reception**

6:00 – 8:00 p.m.

**Fun Evening Event**

## **Saturday, August 9**

7:30 – 8:45 a.m.

**Work-life Integration Resulting in Wellness and Resiliency**

Speaker

Dr. Susan H. Kass

Program Director, Professor

Miami Dade College

Finding work-life balance in today's frenetically paced world is no simple task. When your work life and personal life feel out of sync, stress—along with its harmful effects—can result. This session will address ways to recognize and use time efficiently to minimize stress and enhance mental health.

Learning Objectives

Upon completion of this session, participants will be able to:

- Describe techniques to reduce stress.
- Select realistic and achievable goals for both work and personal life.
- Recognize the importance of setting boundaries and self-care.

CE Credits: 1.25

8:45 – 9:15 a.m.

**Write Letter to Self**

Facilitator

Rebecca L. Stolberg

ADEA Vice President, Allied Dental Education and Faculty Development

American Dental Education Association

In this reflective session, participants will engage in a powerful, personal exercise by writing a letter to their future selves, envisioning where they hope to be professionally in the next six months. The letter will then be kept by ADEA and mailed to them in six months.

Learning Objectives

Upon completion of this session, participants will be able to:

- Reflect on their current professional roles, aspirations, and areas for growth.
- Identify potential opportunities, challenges and strategies related to their envisioned professional development.
- Create a written letter to their future self that serves as both a motivational tool and a point of reflection when received in six months.

CE Credits: 0.5

9:15 – 9:30 a.m.

### **Break**

9:30 – 10:30 a.m.

### **Mentorship and Networking as a Leader**

Facilitator  
Joanne M. Pacheco  
Program Director  
Fresno City College

This interactive session will focus on mentoring and its importance in the academic setting. Facilitated discussion will include traits of a good mentor, becoming a mentor and developing professional networks.

#### **Learning Objectives**

Upon completion of this session, participants will be able to:

- Evaluate and apply effective mentorship strategies to foster professional growth, collaboration and leadership within dental education.
- Integrate mentorship and networking practices to create interdisciplinary partnerships that support innovation and diversity in dental education.
- Identify and use opportunities for building meaningful professional connections through ADEA events, committees and collaborative platforms to advance their academic and career goals.

CE Credits: 1.0

10:30 – 11:00 a.m.

### **ADEA Connect**

Speaker  
Erin Sigmon  
Allied Dental Education Senior Manager  
American Dental Education Association

An overview of the importance of networking using the ADEA Connect communities. Participants will choose a community and make a post to interact with others.

## 2025 ADEA Allied Dental Faculty Leadership Development Program

11:00 a.m.                      **Group Photos**

11:30 a.m. – noon              **Closing and Graduation**

NOTE: Immediately following the program, participants will receive an online program evaluation. This feedback will help planning staff continue to improve the program. Your participation is greatly appreciated.

The next ADEA Allied Dental Faculty Leadership Development Program will take place in August 2027 in Washington, DC. Please encourage fellow colleagues to plan to participate.

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The American Dental Education Association designates this activity for up to 25 continuing education credits.



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.

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