



2025 ADEA Fall Meetings - Professional Development Workshop  
*Resiliency in Action: Sustainable Strategies for Oral Health Educators*

October 15, 2025  
Hotel Polaris  
Colorado Springs, CO

Sponsored by: P&G | Crest & Oral-B

### Agenda

#### **ADEA Fall Meetings - Professional Development Workshop Overview:**

In today's shifting educational and political landscape, oral health professionals are increasingly called upon to lead with resilience, intention, and a clear sense of purpose. The ADEA Professional Development Workshop offers a dedicated learning experience for faculty, administrators, staff, residents, fellows, and students. As such, the day is designed to assist participants in developing and enhancing skills, knowledge, and abilities that improve their effectiveness as leaders to better drive organizational success and advance mission-driven goals. As external pressures and shifting priorities continue to shape higher education, the ADEA Fall Meetings Professional Development Workshop provides a timely opportunity to reflect on important individual and collective strategies that are needed now and, in the future, to ensure that we are prepared to adapt and lead change with clarity and confidence across the oral health education landscape.

Guided by the Commission for Dental Education Accreditation (CODA) standards that emphasize a humanistic and respectful environment, critical thinking, problem-solving, innovation, and life-long learning, workshop sessions will equip participants with practical tools to build organizational resilience, implement sustainable change, and navigate institutional complexity. Through facilitated discussions, scenario-based exercises, and peer learning, attendees will explore how to lead effectively through change, support well-being, and design systems that endure. This immersive experience will foster connection, shared learning, and forward-thinking strategies that participants can take back to their institutions. The ADEA Fall Meetings Professional Development Workshop reaffirms the essential role of not only oral health educators but the entire oral health community as stewards of sustainability and drivers of meaningful transformation in overall health care, oral health education, and the many facets of postsecondary reform.

### Learning Objectives:

By the end of the 2025 ADEA Fall Meetings Professional Development Workshop, participants will be able to:

- Explain the importance of resiliency in navigating change and promoting sustainability within the oral health higher education landscape.
- Identify institutional strategies that foster mission-driven growth, organizational adaptability, and long-term success.
- Evaluate current institutional practices using principles of sustainability, systems thinking, and continuous improvement.
- Utilize scenario-based tools to develop proactive responses to emerging challenges in academic dentistry.

### Agenda

9:30 – 10:00 a.m.

#### **Joint Networking Breakfast and Registration**

10:00 – 10:10 a.m.

#### **Welcome Remarks**

Angelo Lee, Ed.D.

ADEA Chief Access, Success and Impact Officer

Todd V. Ester, D.D.S., M.A.

Chair of the ADEA Board of Directors

Clinical Associate Professor and Associate Dean for Well-being and People, University of Michigan School of Dentistry

Carla Lambert

Scientific Relations Manager

P&G | Crest & Oral-B

10:15 – 11:25 a.m.

#### **Leading Through Disruption: Strategies for Resilient Academic Leadership**

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

ADEA President and CEO

Beverly Daniel Tatum, Ph.D.

President Emerita, Spelman College

Author

In this moderated discussion, Dr. Beverly Tatum will discuss key challenges faced at the highest levels of academic leadership. In an era marked by rapid change and uncertainty, academic leaders face unprecedented challenges that require resilience, adaptability, and strategic foresight. This session will examine the evolving higher education landscape through the lens of disruption—highlighting sociopolitical shifts, institutional pressures and generational

expectations that are reshaping how colleges and universities operate. Participants will engage with leadership frameworks and strategies designed to foster resilience and informed decision-making in times of volatility. Through interactive dialogue, this session will equip attendees with practical tools to navigate complexity, lead with clarity and sustain institutional mission and momentum amidst ongoing change.

#### Learning Objectives

- Identify key challenges and sources of disruption impacting the higher education landscape, including sociopolitical, institutional, and generational factors.
- Explore evidence-based strategies and leadership frameworks that support resilience, adaptability and effective decision-making during periods of uncertainty.

CE: 1

11:30 a.m. – noon

### **The Power of We: Sustaining Success Through Connection – Part 1**

Domonic Rollins, Ph.D.  
Lead Consultant, Rollins Consulting

In times of institutional transformation, connection and collaboration are more critical than ever. This session will explore how fostering purpose-driven communities can strengthen leadership, enhance personal and organizational well-being and drive long-term success in academic dentistry and beyond. Through an interactive session, participants will learn practical methods for building and sustaining communities of practice and share peer-led strategies that promote engagement, resilience and retention among faculty, staff and students. This session will empower attendees to return to their institutions equipped to cultivate connection as a foundation for thriving in times of disruption.

#### Learning Objectives

- Identify effective methods for establishing and maintaining collaborative communities of practice that enhance learning, leadership and shared purpose within academic and professional environments.
- Explore the impact of connection and belonging on personal well-being and institutional culture across higher education and health professions settings.
- Exchange peer-driven strategies that foster engagement, reduce attrition and support holistic well-being for students, faculty and staff during times of organizational change.

CE: .5

Noon – 1:00 p.m.

### **Joint Networking Lunch**

1:00 – 1:55 p.m.

### **The Power of We: Sustaining Success Through Connection – Part 2**

Domonic Rollins, Ph.D.  
Lead Consultant, Rollins Consulting

In times of institutional transformation, connection and collaboration are more critical than ever. This session will explore how fostering purpose-driven communities can strengthen leadership, enhance personal and organizational well-being, and drive long-term success in academic dentistry and beyond. Through an interactive session, participants will learn practical methods for building and sustaining communities of practice and share peer-led strategies that promote engagement, resilience, and retention among faculty, staff and students. This session will empower attendees to return to their institutions equipped to cultivate connection as a foundation for thriving in times of disruption.

#### **Learning Objectives**

- Identify effective methods for establishing and maintaining collaborative communities of practice that enhance learning, leadership, and shared purpose within academic and professional environments.
- Explore the impact of connection and belonging on personal well-being and institutional culture across higher education and health professions settings.
- Exchange peer-driven strategies that foster engagement, reduce attrition, and support holistic well-being for students, faculty, and staff during times of organizational change.

**CE: .75**

2:00 – 3:00 p.m.

### **Beyond the Classroom: Student-Centered Strategies for Success in Oral Health Education**

Moderator:  
Maxine Janis, Ed.D., M.P.H., RDH - Oglala Lakota  
Professor of Dental Hygiene, Pacific Northwest University of Health Sciences

Panelists:  
Justin James Donato  
Board Director, ADEA Council of Students, Residents and Fellows  
Fourth-year student, Western University of Health Sciences College of Dental Medicine

Rex Okonkwo

Student Representative, ADEA Annual Session Planning Committee  
Third-year student, Meharry Medical College School of Dentistry

Jennifer Barkans

Second-year graduate student (Master of Science in Dental Hygiene),  
The Ohio State University College of Dentistry

Oral health students face a range of academic, clinical, and personal challenges throughout their educational journey. This session will explore practical, student-centered strategies that institutions can implement to promote academic achievement, professional development and overall student well-being. Special attention will be given to the importance of elevating student voices and incorporating their lived experiences to inform and improve institutional practices. Participants will examine how advising models, peer mentoring, early intervention efforts and cross-campus collaboration can enhance student support.

#### Learning Objectives

- Identify the primary academic and non-academic challenges that impact oral health students throughout their educational journey.
- Develop strategies to effectively address student challenges.
- Discuss student-centered approaches such as advising, peer mentoring and early intervention models that promote academic success and student well-being.

CE: 1

3:00 – 3:20 p.m.

#### Joint Networking Break

3:20 – 4:45 p.m.

#### Measuring What Matters: An Approach for Evaluating Personal and Organizational Progress

Randal Pinkett, Ph.D., M.Sc., M.S., M.B.A.  
Chairman & CEO, BCT Partners

In an evolving academic and policy landscape, institutions must be equipped with the right tools to assess resilience, track progress, and make data-informed decisions. This session will provide participants with practical strategies to define and measure key indicators of institutional resilience, focusing on organizational mission and values. Attendees will explore proven tools and frameworks for evaluating outcomes across strategic priorities. Participants will gain actionable insights on using data to promote accountability, support continuous improvement, and guide institutional decision-making in complex environments.

Learning Objectives

- Define key indicators of personal and organizational progress and explain how they relate to mission, vision, and values alignment.
- Identify and evaluate tools and frameworks to measure progress against objectives, goals, strategies, and measures for advancement in workforce and workplace development.
- Apply strategies for using data and metrics to evaluate results, demonstrate impact, and promote accountability.

CE: 1.25

4:50 – 5:50 p.m.

**Strengthening the Academic Workforce: Faculty Engagement and Retention in Uncertain Times**

Moderator:

Ryan Quock, D.D.S., M.A.

Co-Chair, ADEA Task Force on Envisioning and Transforming the Future of Oral Health and Education

Professor, Restorative Dentistry & Prosthodontics,  
UTHealth Houston School of Dentistry

Panelists:

Andrea D. Jackson, D.D.S., M.S., FACP, FACD, FICD

Dean and Professor, Howard University College of Dentistry

Jennifer Cullen, RDH, B.S.D.H., M.P.H.

Clinical Assistant Professor and Director, Division of Dental Hygiene,  
University of Michigan School of Dentistry

Erinne Kennedy D.M.D., M.P.H., M.M.Sc.

Assistant Dean for Curriculum and Integrated Learning,  
Kansas City University College of Dental Medicine

Faculty in academic dentistry are navigating growing pressures—from shifting institutional priorities to broader changes in higher education and healthcare. This session will examine the current challenges affecting faculty morale, engagement and retention, and explore evidence-informed strategies to foster connection, motivation and professional growth. Participants will also consider emerging trends and how to proactively support faculty and students in adapting to an evolving health care environment. Attendees will gain practical insights to strengthen faculty vitality and ensure the long-term success of oral health education programs.

Learning Objectives

- Examine current challenges impacting faculty morale, engagement and retention within academic dentistry and the broader higher education landscape.
- Identify effective strategies for fostering faculty connection, motivation, retention and professional growth amid organizational or societal changes.
- Anticipate future trends to develop strategies that prepare the current and future generations of oral health professionals for an evolving healthcare landscape.

CE: 1

5:50 p.m.

**Closing Remarks and Adjourn to Poster Reception**

Angelo Lee, Ed.D.  
ADEA Chief Access, Success and Impact Officer

6:00 – 7:00 p.m.

**Joint Networking Poster Reception**

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