



2026 ADEA Fall Meetings
October 21-23, 2026
Renaissance Harborplace Baltimore
Baltimore, MD

Elevating Vision, Navigating Uncertainty: Preparing a Future-ready Oral Health Workforce

Preliminary Meeting Agenda

Overview

The 2026 ADEA Fall Meetings—*Elevating Vision, Navigating Uncertainty: Preparing a Future-ready Oral Health Workforce*—brings together oral health education leaders, faculty, staff, administrators, students, residents, fellows and partners to elevate our shared vision for oral health education in an era of accelerated uncertainty.

Academic dentistry and oral health leaders are navigating myriad interconnected issues and challenges shaped by rising overhead and educational costs, access to affordable health care, rapid technological change, evolving accreditation requirements, social determinants of health, increasing regulatory burdens, workforce shortages, geopolitical vulnerabilities, economic and market volatility and shifting sociocultural dynamics. To succeed, institutions, schools and programs must do more than adapt—they must reimagine strategies and develop the foresight, organizational capacity and leadership capabilities to thrive amid ambiguity and constant change. It is imperative that oral health education develop a new paradigm that approaches uncertainty not as a threat, but a catalyst for spurring innovation and equipping graduates to meet the health care needs of all communities.

The ADEA Board of Directors is proactively adopting initiatives to promote future-based thinking that aligns with ADEA's strategic priorities and resources to ensure that we are positioned to boldly shape the oral workforce of today—and tomorrow. The creation of these initiatives anchors ADEA as an ongoing indispensable resource in support of our members, the health professions and the communities we serve. Two critical groups—the *ADEA Strategic Vision 2035 Task Force* and the *ADEA Task Force on Envisioning and Transforming the Future of Oral Health and Education*—provide essential recommendations to ADEA leadership to ensure that the Association and our members are prepared to navigate future uncertainty and change. A more thorough discussion of both task forces will be shared at the 2026 ADEA Fall Meetings Joint Opening Plenary Session.

All of the 2026 ADEA Fall Meetings sessions are strategically designed to explore the major uncertainties shaping our communities, oral health education and the broader health care environment. Through presentations, moderated interviews, facilitated panel discussions, small-group and scenario-based exercises, participants will explore plausible futures for oral health education and assess implications for the current and future oral health workforce, our members, the communities we serve and the oral health professions. Participants will identify strategic priorities, durable capabilities and leadership choices to ensure ADEA and the oral

2026 ADEA Fall Meetings

health education community continue to thrive in this uncertain and rapidly changing environment.

Through interactive sessions and vibrant discussions with colleagues across dental education, we will explore how artificial intelligence (AI) and related best practices are shaping oral health learning and impacting curriculum design and student assessment will be an integral part of the 2026 ADEA Fall Meetings. As we develop new vocabulary and resources for leveraging AI to innovate in an uncertain world, we will also reinforce key ethical considerations and the importance of embracing and teaching human-centered values as crucial components in preparing a future-ready oral health workforce.

Learning Objectives

By the close of the 2026 ADEA Fall Meetings, participants will be able to:

- Analyze major trends and uncertainties shaping oral health education to determine key implications for learners, faculty, and institutional, school and program strategy.
- Evaluate plausible future scenarios to prioritize strategies and partnerships that facilitate the preparation and graduation of an inclusive, resilient oral health workforce across multiple futures.
- Design future-informed actions that integrate responsible AI and other emerging technologies with curriculum, assessment, educator development and learner success.

Educational Methods: All sessions will incorporate lecture and discussion teaching methods.

Wednesday, October 21

7:15 a.m. **Registration Opens**

7:45 – 8:45 a.m. **Joint Networking Breakfast**

Participants are encouraged to connect across ADEA councils and communities and discuss one question:

What is the most consequential or significant uncertainty facing your institution, school or program as it prepares students for the 2035 workforce?

8:45 – 8:55 a.m. **Welcome**

Presenter
Cherae M. Farmer-Dixon, D.D.S., M.S.P.H.
ADEA Chair of the Board

Karen P. West, D.M.D., M.P.H.
ADEA President and CEO

8:55 – 10:15 a.m. **Joint Opening Plenary: Vision Elevated, Impact Amplified – Plenary I**

Seeing the Landscape – Vocabulary, Framework and Plausible Futures for Oral Health Education

Presenter
John Austin, Ph.D.
Dean of the Honors College and P.D. Merrill Endowed Chair of Business in the College of Business Leadership
University of New England

Moderator and Facilitator
Sonya Smith, Ed.D., J.D., M.Ed., M.A.
ADEA Chief Operating Officer; Chief of Staff

Panelists
Karen P. West, D.M.D., M.P.H.
ADEA President and CEO

John Austin, Ph.D.
Dean of the Honors College and P.D. Merrill Endowed Chair of Business in the College of Business Leadership
University of New England

Others TBA

This opening plenary will establish a shared vocabulary for understanding and navigating uncertainty in oral health education. The Uncertainty Intelligence framework core skills will also be discussed, and examples of how it can be used as a tool to build confidence when navigating uncertainty and rapid change will be provided. Participants will examine trends, drivers, signals, predetermined elements, critical uncertainties and plausible scenarios affecting the future of oral health education and care. Brief facilitated interviews and moderated panel discussions will feature speakers and presenters who will explore key trends in oral health education that are driving innovation and transformative change. Key ADEA Strategic Vision 2035 Task Force (ADEA SV2035) and the ADEA Task Force on Envisioning and Transforming the Future of Oral Health and Education (ADEA TF-ETFOHE) activities will be featured, along with the aims and implications for oral health education. Connections to other related oral health education partnerships will be highlighted.

Learning Objectives

- Identify the components of the uncertainty intelligence framework that are used to help leaders more effectively respond to rapid change and ambiguity.
- Highlight key current and future trends impacting oral health education currently and future trends that are expected to drive change and transform oral health education in the next decade.
- Distinguish between the purposes of the ADEA SV2035 Task Force and the ADEA TF-ETFOHE.
- Describe key strategic uncertainties and plausible future scenarios that may shape U.S. oral health education, the oral health profession and the broader oral health ecosystem over the next decade.

CE Credits: 1.25

10:15 – 10:45 a.m.	Joint Networking Break
10:45 a.m. – 12:30 p.m.	Individual Council/Group Meetings
12:30 – 1:30 p.m.	Joint Networking Lunch
1:30 – 3:00 p.m.	Joint Council/Group Meetings
3:00 – 3:30 p.m.	Joint Networking Break
3:30 – 5:00 p.m.	Joint Afternoon Plenary: Vision Elevated, Impact Amplified – Plenary II

From Insight to Action – Tools for Strategy, Capacity and Leadership Across Multiple Futures

Presenters and Facilitators

John Austin, Ph.D.

Dean of the Honors College and P.D. Merrill Endowed Chair of Business in the College of Business Leadership
University of New England

Tolga Vural, M.B.A.

Senior Corporate Strategist
Aegean Associates

The second interactive plenary will move participants from future insight to strategic action. Using insights from the morning plenary related to trends impacting oral health education and tools, participants will engage in table-top-based scenario analysis to reflect on leadership choices and strategies that promote resilience and are important to ensure that ADEA member schools, institutions and programs thrive and prepare future-ready graduates that can effectively serve all communities.

Building on the morning's scenario analysis, participants will engage in group scenario-based exercises and explore plausible futures for oral health education over the next decade.

Participants should bring a laptop or tablet to record scenario responses via an online platform. There will be the opportunity for groups to share key insights and assess implications for the oral health education community, oral health profession and ADEA Member Institutions, schools and programs. Working in groups and through online platforms and live engagement, participants will identify and discuss strategic priorities, durable capabilities and leadership decisions that can help ensure that the oral health institutions, schools and programs have the capacity to lead and drive future change that will prepare the next generation of the oral health workforce to improve oral health outcomes and overall health for all populations.

Learning Objectives

- Describe key strategic uncertainties and plausible future scenarios that may shape oral health education, the oral health profession and the broader oral health ecosystem throughout the next decade.
- Evaluate how different future scenarios could affect the current and future strategic roles of oral health education institutions, schools and programs and their ability to graduate a future-ready, oral health workforce and serve their communities.

- Identify strategic priorities, organizational capabilities, and leadership choices that can help oral health institutions, schools and programs remain relevant, resilient and impactful across multiple possible futures.

CE Credits: 1.5

5:00 – 6:00 p.m.

Joint Research Poster Showcase and Networking Reception

Thursday, October 22

7:15 a.m.

Registration Opens

7:45 – 8:45 a.m.

Joint Networking Breakfast

8:45 – 10:00 a.m.

Joint Morning Plenary: Vision Elevated, Impact Amplified – Plenary III

Reshaping Academic Dentistry: Trends, Artificial Intelligence and the Future Learning Environment

Presenter

Ahmed S. Sultan, B.D.S., Ph.D.

Director of the Division of Artificial Intelligence Research Division
Chief of Diagnostic Sciences

Assistant Professor and Director of the Advanced Program in Oral
and Maxillofacial Pathology Residency
University of Maryland School of Dentistry

As artificial intelligence (AI) becomes embedded in dental education, a critical question sits alongside its promise: What happens to clinical reasoning when trainees offload cognitive work to AI before they've built the underlying skill themselves? This plenary examines “never-skilling”—the failure to ever develop a foundational competency because AI performed the task first, and distinguishes it from deskilling, whereby an already-acquired skill erodes through disuse. Participants will also be introduced to AI health literacy, an emerging competency describing the judgment and critical-appraisal skills clinicians and students need to use AI safely in health contexts.

Through real-world examples spanning simulation, radiographic interpretation, treatment planning and gamified learning tools, this session offers a practical framework for evaluating AI's place in the dental curriculum. Participants will examine narrow use cases where AI meaningfully supports instructors and students; contrast these with situations where AI use is slower, less accurate

or introduces clinical risk; and consider what “opening the Pandora’s box” of AI-assisted reasoning means for critical thinking and professional accountability. The session closes on a constructive note—how, when used deliberately, AI can strengthen the cognitive foundations of dental practice and build the AI health literacy today’s graduates will need.

Learning Objectives

- Define AI health literacy and differentiate between deskilling and never-skilling, examining how cognitive outsourcing to AI may shape—or short-circuit—dental students’ development of diagnostic reasoning and clinical judgment.
- Evaluate AI-driven gamification and adaptive learning tools in dental education, weighing their potential to boost engagement and skill acquisition against the risk of superficial or passive learning.
- Identify narrow, evidence-based use cases where AI meaningfully benefits instructors and students and distinguish these from situations where AI use is slower and less accurate or introduces clinical risk.
- Analyze the “Pandora’s box” of AI-assisted reasoning and decision-making and its implications for critical thinking, professional accountability and patient safety.
- Apply strategies for integrating AI into dental teaching and clinical training that protect foundational skill development while capturing AI’s genuine benefits for learners and educators.

CE Credits: 1.25

10:00 – 10:30 a.m.	Joint Networking Break
10:30 a.m. – 12:30 p.m.	Individual Council/Group Meetings
12:30 – 1:30 p.m.	Joint Networking Lunch
1:30 – 3:00 p.m.	Joint Council/Group Meetings
3:00 – 3:30 p.m.	Joint Networking Break
3:30 – 5:00 p.m.	Joint Afternoon Plenary: Vision Elevated, Impact Amplified – Plenary IV
	Beyond AI Training: Building Organizational Readiness for AI in Academic Dentistry
	Presenter Jessica A. Stansbury, Ed.D., M.A.

Director, Center for AI Learning and Community-Engaged
Innovation (CAII)
Director of Teaching and Learning Excellence
Center for Excellence in Learning, Teaching and Technology
(CELTT)
University of Baltimore

This interactive workshop invites academic dental leaders, faculty and staff to examine a critical question: What does it take for an institution—not just its early adopters—to become ready for artificial intelligence (AI)? Artificial intelligence is already influencing teaching, clinical education, research, student learning and institutional operations. Yet increased AI activity does not necessarily mean an institution is ready for meaningful and sustained AI integration. Academic dental institutions may offer workshops, develop guidance, explore new tools or support individual innovators while still facing uneven adoption, unresolved concerns, fragmented decision-making and uncertainty about how to move from experimentation toward coordinated institutional action.

Through live polling, institutional reflection, small-group discussion and practical readiness exercises, participants will examine where their institutions currently stand, who is participating in AI adoption, who may be missing from the conversation and how to preserve human-centered values that define exceptional education, leadership and patient care. Participants will explore how trust, understanding, access, relevance and participation shape AI readiness and influence the implementation of AI across academic environments.

The session will help participants distinguish between visible AI activity and deeper institutional readiness while examining the organizational and human conditions necessary to move from isolated experimentation and one-time training toward coordinated, responsible and mission-aligned integration. Participants will leave with a clearer understanding of their institution's current readiness, the barriers that may be limiting progress and practical next steps for advancing AI integration within their programs, schools and institutions.

Learning Objectives

- Identify practical future-ready, AI-enabled applications.
- Assess where their institution or program currently stands in the progression from AI familiarity and experimentation toward meaningful integration and organizational transformation.
- Identify human and organizational factors—including trust, understanding, access, values, relevance and

participation—that influence AI readiness across teaching, clinical education, research and institutional operations.

- Distinguish between isolated AI activity and coordinated institutional strategy, and identify practical actions that can support responsible, inclusive and mission-aligned AI integration.

CE Credits: 1.5

Friday, October 23

7:15 a.m.

Registration Opens

7:45 – 8:45 a.m.

Joint Networking Breakfast

8:45 – 10:00 a.m.

Joint Plenary: Vision Elevated, Impact Amplified – Plenary V

Future-ready Oral Health Education: Preparing for an AI-enabled Future

Presenter

Meredith Bailey, D.M.D., M.B.A.

Clinical Assistant Professor of General Dentistry

Director of Education Support & Performance Evaluation

Boston University Henry M. Goldman School of Dental Medicine

Artificial intelligence (AI) is transforming education, health care and the future of dental practice. As educators, we have the opportunity to shape the future by providing students with the tools they need to be successful both now and for years to come.

This session explores how academic leaders and educators can use AI to intentionally create future-ready, learning environments while preserving essential knowledge, including critical thinking, educator expertise and ethical principles. Through practical examples, institutional experiences, and implementation strategies, participants will examine how AI can enhance learner engagement and personalized feedback.

Participants will leave with practical strategies for responsibly integrating AI into dental education, along with a framework for preparing graduates who are technically proficient, adaptable and ready to lead the future of oral health care.

Learning Objectives

- Discuss how AI is influencing dental education and shaping the future of the oral health workforce.

- Identify practical applications of AI to enhance learner engagement, personalized feedback and educator effectiveness in dental education.
- Apply practical strategies to develop a future-ready oral health workforce that is adaptable, grounded in critical thinking and ethical principles and prepared to lead the future of the oral health profession.

CE Credits: 1.25

10:00 – 10:15 a.m.

Joint Networking Break

10:15 a.m. – 12:00 p.m.

Joint Council/Group Meetings

Noon

Adjourn

Disclaimer

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