



ADEA | THE VOICE OF
DENTAL EDUCATION

**ADEA Minority Dental Faculty
Development and Inclusion (MDFDI) Program**
Training Convening

Project Support from the W.K. Kellogg Foundation

Leading Change:
Leadership and Training
Strategies for Inclusion
and Academic/Community
Partnerships

The Westin Long Beach
Tokyo/Vancouver Room

ADEA Minority Dental Faculty Development and Inclusion (MDFDI) Program:

Leading Change: Leadership Training Strategies for Inclusion
and Academic/Community Partnerships

Meeting Agenda

The ADEA/WKCF Minority Dental Faculty Development and Inclusion (MDFDI) Training Meeting will build on lessons learned from the six-year ADEA/WKCF Minority Dental Faculty Development (MDFD) program that involved 11 U.S. dental schools. Interactive training sessions will develop skills that contribute to successful diversity/inclusion programming and leadership development. The training sessions will be led by epidemiologist and consultant Dr. Joseph West. Panelists, including university diversity and inclusion officers and previous grantees, will share experiences and spark lively discussion around topics such as health systems, implicit bias, cultural competency, sustainability and access. This convening will institutionalize practices, policies and collaborations that promote and advance health equity and academic/community partnerships.

Thursday, March 16

Noon – 1:00 p.m.

Registration

1:00 – 1:30 p.m.

Welcome Reception

Moderator:

Todd V. Ester, D.D.S.

Director of Diversity and Inclusion
Adjunct Clinical Associate Professor
University of Michigan School of Dentistry

Opening Remarks

Alice Warner-Melhorn, Ph.D.

Director of Policy
W.K. Kellogg Foundation

Richard W. Valachovic, D.M.D., M.P.H.

President and CEO
American Dental Education Association

1:30 – 2:15 p.m.

KEYNOTE ADDRESS

Leading Health Systems Change for Increased Access to Care for Vulnerable Communities

Presenter:

Louis W. Sullivan, M.D.

Chairman
The Sullivan Alliance

Learning Objective

- Describe federal policies and private philanthropies that support diversity in the U.S. health workforce.

2:15 – 4:00 p.m.

Interactive Training Session I: Medicaid Expansion

Presenter:

Joseph F. West, M.Sc., Sc.D.

Partner
Capgenus Health

Learning Objectives

- List the key provisions in the Affordable Care Act (ACA) that impact dental professionals and education.
- State the expansions of scope and duties for allied dental professionals.
- Describe the impact of the ACA on health disparities.

4:00 – 4:30 p.m.

Networking Break



4:30 – 6:00 p.m.

Panel Presentation: Leading Multicultural Transformation in the Academy—Infrastructure, Values and Resources

Presenters:

G. Rumay Alexander, RN, FAAN, Ed.D.

Special Assistant to the Chancellor; Interim Chief Diversity Officer; Clinical Professor
University of North Carolina at Chapel Hill School of Nursing

Brenda J. Allen, Ph.D.

Vice Chancellor for Diversity and Inclusion
University of Colorado Denver Anschutz Medical Campus

Robert M. Sellers, Ph.D.

Vice Provost for Equity and Inclusion and Chief Diversity Officer
University of Michigan

Jabar Shumate, M.S.

Vice President, Office of University Community
University of Oklahoma

Learning Objectives

- Explain how mission and resources contribute to effective outcomes.
- Describe the importance of academic leadership to the institutional climate for inclusive behaviors.

6:00 – 7:30 p.m.

Interactive Training Session II: Implicit Bias

Presenter:

Sharon L. Davies, J.D.

Chief Diversity Officer; Vice Provost & Executive Director – Kirwan Institute; Gregory H. Williams Chair in Civil Rights & Civil Liberties
Moritz College of Law, The Ohio State University

Learning Objectives

- Summarize the science behind implicit bias testing.
- Describe the effective use of testing in understanding implicit social cognition.

7:30 – 9:30 p.m.

Mixer and Dinner

Address: Changing Institutional Culture—Use of the Cultural Audit

Presenter:

Marita Inglehart, Dipl.Psych., Dr. phil., Dr. phil. habil.

Professor of Dentistry
University of Michigan School of Dentistry

Learning Objectives

- Outline the role of academic leadership in valuing diversity in its mission and policies.
- Relate the importance of academic diversity policies that relate diversity to academic excellence.

9:30 p.m.

Adjourn

Friday, March 17

6:30 – 8:00 a.m.

Breakfast

8:00 – 9:00 a.m.

Diversity Potential in the Academic Pipeline

Presenter:

Bryan J. Cook, Ph.D.

Senior Vice President for Educational Research and Analysis
American Dental Education Association

Learning Objectives

- Compare and contrast critical data that describe the current state of racial, ethnic and gender diversity in dental education.
- Identify institutional challenges to increasing diversity in its broadest sense.
- Develop skills that align funding success to continued diversity objectives and work.

9:00 – 10:30 a.m.

Interactive Training Session III: Sustainability Using Logic Modeling for Implementation

Presenter:

Joseph F. West, M.Sc., Sc.D.

Partner

Capgenus Health

Learning Objectives

- Describe ways to document and quantify success and activities that lead to positive outcomes.
- Discuss communication strategies that increase buy-in for collaborations and partnerships.
- Develop skills that align success to funding for continued program objectives and work.

10:30 – 11:00 a.m.

Networking Break

11:00 – 11:30 a.m.

Update on W.K. Kellogg Dental Therapists Project

Presenters:

Tera Bianchi, M.S.W.

Project Director, Dental Access Project

Community Catalyst

Carlen A. Finn, PBTC

Executive Director

Voices for Vermont's Children

Learning Objectives

- Describe state licensure changes that support the use of dental therapists in patient treatment.

11:30 a.m. – noon

Cultural Competency Training Using the Culturally and Linguistically Appropriate Services (CLAS) Tool

Marsha W. Beatty, M.P.H.

Assistant Professor of Research; Director, Senior Externship Program

University of Oklahoma Health Science Center

Learning Objective

- State how CLAS evaluations contribute to cultural competency learning.

Noon – 1:30 p.m.

Lunch

1:30 – 3:00 p.m.

Panel: Part of the Solution

Presenters:

Divesh Byrappagari, B.D.S., M.S.D., D.P.H.

Assistant Professor, Director of the Division of Dental Public Health & Outreach

University of Detroit Mercy School of Dentistry

Ana Luz Thompson, RDH, M.H.E.

Chair and Professor

College of Allied Health Sciences and Dental Medicine

Dental College of Georgia at Augusta University

Karl D. Self, D.D.S., M.B.A.

Director, Dental Therapy Program

University of Minnesota School of Dentistry

Learning Objectives

- Summarize how dental therapists are being educated and are working to increase access to care for vulnerable communities.
- Explain how online programming is being used for allied career advancement in the concept of "career laddering."
- Describe how academic/community partnerships contribute to student learning, access to care and community health.

3:00 – 3:30 p.m.

Closing Remarks

Jeanne C. Sinkford, D.D.S., Ph.D.

Senior Scholar in Residence

American Dental Education Association

Diane Hoelscher, D.D.S., M.S.

Senior Vice President for Professional Development

American Dental Education Association

3:30 p.m.

Adjourn



G. Rumay Alexander, RN, FAAN, Ed.D., is Professor and Director of the Office of Inclusive Excellence at the University of North Carolina at Chapel Hill (UNC) School of Nursing and serves as Special Assistant to the Chancellor and Interim Chief Diversity Officer of the university. She has a compelling record of leadership and advocacy for diversity and inclusive excellence in academia, the workplace, national nursing professional organizations and her consultant activities. She also provides leadership for the UNC Gillings School of Public Health, the UNC School of Dentistry and UNC's Faculty Governance Community and Diversity Committee. Dr. Alexander is known for helping organizations succeed in their missions.

Brenda J. Allen, Ph.D., is the Vice Chancellor for Diversity and Inclusion and a Professor of Communication at the University of Colorado Denver and the Anschutz Medical Campus. Her scholarship focuses on organizational communication and social identity (e.g., gender, race, sexuality, age, ability, nationality, religion and social class), with an emphasis on diversity in higher education. Among her publications is the groundbreaking book *Difference Matters: Communicating Social Identity*. She presents keynote speeches, conducts workshops and provides consultation on topics such as implicit bias, inclusivity, strategic planning, culturally responsive teaching, mentoring and diversity hiring practices.

Marsha W. Beatty, M.P.H., teaches courses in community dentistry and evidence-based dentistry to first-year students at the University of Oklahoma College of Dentistry (OUCOD). She also directs the Community-based Dental Education Externship Program, which places fourth-year students in community-based rotations across Oklahoma. Ms. Beatty recently completed the University of Oklahoma Health Science Center's Faculty Leadership program and ADEA's Minority Dental Faculty Development Phase III program. She serves on OUCOD's Diversity Committee, as Chair of the Oklahoma Oral Health Coalition and on the DentaQuest Foundation's Regional Oral Health Coordinating Team. Ms. Beatty holds a B.S. in medical microbiology from Stanford University and an M.P.H. from the UT Health Science Center at Houston. Her professional and research interests include health literacy, health disparities, access to care issues and improving health outcomes for underserved populations.

Tera Bianchi, M.S.W., leads a national campaign to improve access to dental care by supporting state campaigns' workforce expansion efforts. Ms. Bianchi oversees the project's political strategy, state field operations and strategic and operational relations with collaborating partners. Before working at Community Catalyst, she worked as the Oral Health Access Project Manager with the Children's Alliance in Washington State. Prior to that, she worked as Advocacy Coordinator for the Coalition for the Homeless, Campaign Manager for the Seattle Housing Levy and Policy Analyst for the Children's Home Society. Ms. Bianchi holds a M.S.W. from the University of Washington.

Divesh Byrappagari, B.D.S., M.S.D., D.P.H., is currently an Assistant Professor and Director in the Division of Dental Public Health & Outreach at the University of Detroit Mercy School of Dentistry, where he teaches dental public health courses. He earned his B.D.S. from Bangalore University, India, an M.S.D. in Dental Public Health from Boston University Henry M. Goldman School of Dental Medicine, and completed a postdoctoral Dental Public Health Residency from the New York State Department of Health. He is a member of the American Association of Public Health Dentistry, American Public Health Association and the American Dental Education Association. His research interests include oral health disparities, risk assessment, health services and health policy research.

Bryan J. Cook, Ph.D., is the ADEA Senior Vice President for Educational Research and Analysis. Dr. Cook's portfolio includes managing ADEA's research and data collection activities and staying up to date on broader higher education policy. Prior to joining ADEA, Dr. Cook was the Director of the Center for Policy Analysis at the American Council on Education. Dr. Cook received his doctorate and master's degrees from the Center for the Study of Higher and Postsecondary Education at the University of Michigan. He received his bachelor's degree in urban planning from Miami University in Oxford, OH.

Sharon L. Davies, J.D., is Vice Provost for Diversity and Inclusion and Chief Diversity Officer of The Ohio State University; Gregory H. Williams Chair in Civil Rights & Civil Liberties, Moritz College of Law; and Executive Director, Kirwan Institute for the Study of Race and Ethnicity. Prof. Davies teaches civil rights, criminal law, criminal procedure, race and law, and evidence. She holds a three-year appointment to the Ohio Advisory Committee to the United States Commission on Civil Rights and has

received a YWCA Woman of Achievement award from the YWCA Columbus chapter, the Robert M. Duncan Award from the Columbus Chapter of the American Constitution Society and the Liberty Bell Award from the Columbus Bar Association. In 2010, Oxford University Press published her book *Rising Road, A True Tale of Love, Race and Religion in America*.

Todd V. Ester, D.D.S., is the Director of Diversity and Inclusion and an Adjunct Clinical Associate Professor in the Department of Cariology, Restorative, Material Sciences and Endodontics at the University of Michigan School of Dentistry (U-M SOD). He is also a founding partner of Renaissance Endodontics, PLLC. Dr. Ester has served on the Steering Committee for the U-M SOD's 2014 Climate Study, as a Steward for the Strategic Plan: People Domain and on the university-wide Diversity, Equity and Inclusion Planning and Implementation groups. Named a "Top Endodontist" in *Hour Magazine*, Dr. Ester was recently awarded a scholarship to the ADEA Summer Program for Emerging Academic Leaders. Dr. Ester has served on boards of Delta Dental Plans of Michigan and the ADEA Section on Minority Affairs, and he currently serves on the National Dental Association's education committee.

Carlen A. Finn, PBTC, is the Executive Director of Voices for Vermont's Children, Vermont's only independent, nonpartisan multi-issue children's research and policy advocacy organization. For nearly 40 years, Ms. Finn has worked as an educator and children's advocate. She has extensive experience in data and policy analysis, producing numerous reports and issue briefs on child wellbeing. Previously, Ms. Finn directed the Association for Cerebral Palsy of Vermont and taught reading and social studies as a public school teacher. She holds a B.A. in American studies from Johnson State College and a postbaccalaureate teaching degree from the University of Vermont.

Diane Hoelscher, D.D.S., M.S., is the ADEA Senior Vice President for Professional Development. She joined ADEA in 2015 after teaching at the University of Detroit Mercy School of Dentistry (UDM SOD) for nearly 25 years, most recently serving as Associate Professor and Chair of the Department of Patient Management. Dr. Hoelscher holds a B.S. in dental hygiene, a D.D.S. from the University of Detroit and an M.S. in Health Care Education from the University of Detroit Mercy. While on the UDM SOD faculty, she taught periodontics, operative and general dentistry, ethics and evidence-based dentistry and also served as Interim Chair of the Department of Operative Restorative Dentistry.

Marita Inglehart, Dipl.Psych., Dr. phil., Dr. phil. habil., is a Professor of Dentistry at the Department of Periodontics and Oral Medicine at the University of Michigan School of Dentistry and an Adjunct Professor of Psychology at the Department of Psychology in the College for Literature, Sciences and Arts, University of Michigan. She is also the Associate Editor of the *Journal of Dental Education*. Her research focuses on gaining a better understanding of how dental and dental hygiene education can contribute to educating graduates who practice in a patient-centered way, embrace the diversity of their patient families and dental team members and the importance of interprofessional care.

Karl D. Self, D.D.S., M.B.A., is the Director of the University of Minnesota School of Dentistry's Division of Dental Therapy. He earned his D.D.S. from the University of Minnesota's School of Dentistry and his M.B.A. from the University of Minnesota's Carlson School of Management. His current research efforts focus on the implementation of dental therapy in Minnesota; his general research interests include access to care, global health and workforce issues. Dr. Self previously served as the Executive Director of a Federally Qualified Healthcare Center in Minneapolis and the Director of Inclusivity and Diversity for the University of Minnesota School of Nursing.

Robert M. Sellers, Ph.D., is the Vice Provost for Equity & Inclusion, Chief Diversity Officer, the Charles D. Moody Collegiate Professor of Psychology and Education at the University of Michigan. He oversees the five-year strategic plan for diversity, equity and inclusion, and serves as a principal adviser to the President as a member of the University's executive leadership team. Dr. Sellers works with the Provost on matters related to diversity and a broad range of academic issues. He oversees operations of five central administrative units. After graduating cum laude from Howard University with a B.S. in psychology in 1985, he earned a Ph.D. in personality psychology from the University of Michigan in 1990.

Jeanne C. Sinkford, D.D.S., Ph.D., is Senior Scholar in Residence in ADEA's Office of the President and CEO. Dr. Sinkford previously served as Director, then as Associate Executive Director, of the Association's former Center for Equity and Diversity. Currently Professor and Dean Emeritus of Howard University College of Dentistry, she served as the school's Dean from 1975 to 1991. Prior to that, Dr. Sinkford chaired the Department of Prosthodontics and served as Associate Dean and a graduate school faculty member. She holds honorary degrees from Georgetown University, the University of Medicine and Dentistry of New Jersey, the University

of Detroit Mercy and Meharry Medical College. She has been a member of the Institute of Medicine of the National Academies, now The National Academy of Medicine, since 1975.

Jabar Shumate, M.S., earned his bachelor's and master's degrees at the University of Oklahoma (OU). Mr. Shumate served as Press Secretary for OU President David Boren and spent 10 years in the Oklahoma Legislature in both the State House and State Senate, where he chaired the Oklahoma Legislative Black Caucus and was selected for the prestigious Toll Legislative Fellowship Program. In June 2015, he was selected as the University of Oklahoma's first Vice President for University Community, overseeing the school's diversity programs. Mr. Shumate serves on the Board of Directors of the Oklahoma City Urban League, as Trustee for the National Urban League, a member of Kappa Alpha Psi Fraternity, Inc. and on the Board of Directors for the Oklahoma Foundation for Excellence in Education.

Louis W. Sullivan, M.D., is Chairman of the Board of the National Health Museum in Atlanta and Chairman of the Washington, DC-based Sullivan Alliance to Transform America's Health Professions. He served as Chair of the President's Commission on Historically Black Colleges and Universities, co-chaired the President's Commission on HIV and AIDS and was Secretary of Health and Human Services from 1989 to 1993. Dr. Sullivan was founding Dean and President of the Morehouse School of Medicine (1975), serving for more than two decades. Dr. Sullivan graduated from Boston University School of Medicine and is certified in internal medicine and hematology. Dr. Sullivan served on faculties of Harvard Medical School, the University of Medicine and Dentistry of New Jersey and Boston University School of Medicine. He has co-authored two books, including his autobiography, *Breaking Ground: My Life in Medicine*.

Ana Luz Thompson, RDH, M.H.E., is Professor, Program Director and Chair of the Department of Dental Hygiene. She received her Bachelor in Dental Hygiene and Master of Health Education degrees from the Medical College of Georgia, now Augusta University. Her teaching areas include dental anatomy, radiology, research design and clinical dental hygiene. She is also Course Director of the two largest continuing education courses for dental hygiene professionals in Georgia. Ms. Thompson is a member of the American Dental Education Association, the Hispanic Dental Association and the American Dental Hygienists' Association.

Richard W. Valachovic, D.M.D., M.P.H., is ADEA President and CEO. He joined ADEA in 1997 after more than 20 years in research, practice and teaching of pediatric dentistry and oral medicine/radiology. He is a Diplomate of the American Board of Oral and Maxillofacial Radiology and completed advanced training in pediatric dentistry and dental public health. He previously served on the faculty and administration of the Harvard School of Dental Medicine and the University of Connecticut School of Dental Medicine. Dr. Valachovic has served as President of the Federation of Associations of Schools of the Health Professions and as Executive Director of the International Federation of Dental Educators and Associations. He is a member of the Washington Higher Education Secretariat and serves as the President of the Interprofessional Education Collaborative.

Alice Warner, Ph.D., is Director of Policy at the W.K. Kellogg Foundation (WKKF). As a member of the Food, Health & Well-Being and Racial Equity teams, she participates in the development of programming priorities, reviews and recommends proposals for funding, manages and monitors a portfolio of active grants and designs and implements national grants and multi-year projects. Dr. Warner has more than 20 years' experience serving in various consultant and leadership positions in educational and health care organizations, including Marietta College, Bethesda Hospital and Deaconess Association, Jewish Hospital of Cincinnati School of Nursing, Veteran's Administration, and WKKF. Dr. Warner is a certified health care executive through the American College of Healthcare Executives.

Joseph F. West, M.Sc., Sc.D., is a management consultant and independent population health leader with more than 10 years of research and enterprise consulting experience. He has led and collaborated on consulting projects primarily in the nonprofit, governmental and academic hospital sectors. Dr. West focuses on community-based public health interventions, trauma-informed care models and managed care best practices. His work has appeared in numerous academic and policy journals. He is currently a frequent guest on radio and television programs, discussing public health and health care policy. Dr. West earned his Master's and Doctorate degrees from Harvard University School of Public Health. He is a social epidemiologist who is dedicated to innovative solutions in health and medicine.

The American Dental Education Association is an ADA CERP Recognized Provider.

ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

The American Dental Education Association designates this activity for 11.5 continuing education credits.

ADA C·E·R·P[®] | Continuing Education
Recognition Program

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.