



A Monthly Newsletter from ADEA Executive Director Richard W. Valachovic, D.M.D., M.P.H.

In this month's letter, Dr. Rick Valachovic, Executive Director of the American Dental Education Association, looks at how the ADEA Leadership Institute is helping shape tomorrow's leaders in academic dentistry.



Participating in leadership development can stimulate interest in areas you need to know more about in order to move up.

Tomorrow's Leaders: Made, not Born

Despite the old adage, leaders are made, not born. While certain leadership qualities are native or part of a personality, leadership also requires specific knowledge and skills. Fortunately for all of us, these can be learned and cultivated.

This philosophy underlies ADEA's commitment to fostering its members' professional growth. We are paving the way for tomorrow's leaders by offering two leadership development programs: the ADEA Leadership Institute and the ADEA Allied Dental Faculty Leadership Development Program. The nomination process for both of these programs recently opened, and I encourage you to consider taking part in 2008.

Dr. Denise K. Kassebaum was part of the ADEA Leadership Institute's inaugural class, which met for the first time in 1999. At the time she was Executive Associate Dean for Academic Affairs at the University of Colorado School of Dentistry. Today she is Dean of that institution, filling the shoes of the person who nominated her as a Leadership Institute Fellow. "I believe that my participation in the Institute helped to accelerate my progression in leadership roles to my current position of Dean," she says. "It stimulated my interest in the areas I needed to know more about in order to move along that trajectory."

This and other participant reports have long confirmed our belief in the value of nurturing leadership development. Nevertheless, it's important to collect and analyze data to document the effect these programs have on their participants and their sponsoring institutions. Since 2000, nearly 150 faculty and administrators from more than 50 sponsoring institutions have graduated from the ADEA Leadership Institute. A preliminary survey of those graduates indicates that 93% of them have remained at the same institution and 32% have risen to higher leadership positions.

"The Institute has been a valuable experience for every one of our faculty who have attended—valuable for them as individuals and for the college in general," says Dr. Sharon P. Turner, Dean at the University of Kentucky College of Dentistry and a former ADEA Leadership Institute advisor. "The ADEA Leadership Institute provides an excellent opportunity for faculty to become more global in perspective, gain additional insight and skills necessary to be a leader at any level within an organization, and become networked to others within academic dentistry. The skills and concepts that are taught are not those that one gains in dental school or graduate school, and the type of setting for the instruction enhances its efficacy."

In four sessions over the course of a year, Fellows undergo a thorough self-assessment, learn leadership and management theory, analyze critical issues in their field, develop administrative competencies, and take part in a research project with a team of Fellows culminating in a published academic paper.

Dr. Kassebaum credits the Institute with providing her with a foundation in

leadership strategy and organizational models and facilitating her growth as an administrator. She knew she wanted to pursue a career in academia while she was still a dental student, and she has worked full time at the University of Colorado since receiving a master's degree in oral radiology and oral medicine.

Dr. Kassebaum is one of a growing number of women who have made inroads into the upper echelons of academic dentistry in recent years. This development is heartening and confirms a developing consensus first articulated by the Institute of Medicine that the dental profession should reflect the diversity of the population it serves. Women have made up 47% or nearly half of the ADEA Leadership Institute Fellows.

Nominations for the Institute are due on or before December 7, 2007. You will find more information and nomination materials at <http://www.adea.org/OPD/Leadership/LIMain.html>

Applications for the ADEA Allied Dental Faculty Leadership Development Program (ADFLDP), which is an intensive four-day exposure to leadership concepts and applications for allied dental educators, are due on or before February 4, 2008. In the four iterations of this program there have been 68 graduates who report heightened awareness of the importance of the faculty member's role in the development of allied dental education programs. Prof. Christine Blue, Interim Director of the University of Minnesota Division of Dental Hygiene (and 2007 ADEA/GSK Dental Hygiene Teaching Fellow) speaks for many graduates of the program: "I was very pleased with the quality of the syllabus and its emphasis on leadership in the whole of higher education, as well as leadership in dental education." While the ADFLDP boasts many allied dental program directors as its graduates, it is designed for allied dental faculty. The online application may be accessed at <http://www.adea.org/webapps/adldconf> Not incidentally, I should mention that if you plan to apply for the ADEA/GSK Dental Hygiene Teaching Fellowship, the application deadline is December 7, 2007.

I hope there will be many nominations for the coming year, especially if your institution has not previously participated. ADEA hopes to spread the benefits of these programs as widely as possible and to build strong ties among leaders and institutions in the process. The words of one recent graduate sum this up quite nicely.

"The Leadership Institute is like a family that helps you achieve your professional goals," says Dr. Andrew I. Spielman, Associate Dean at the New York University College of Dentistry, a Class of 2006 Fellow. "ADEA's leadership development programs offer networking potential for future leaders that is unparalleled in academic dentistry."



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