

2018 ADEA Summer Program for Emerging Academic Leaders
July 11–14, 2018
ADEA Headquarters
Washington, D.C.

Program Learning Objectives:

- Describe and discuss current topics and trends in academic dentistry.
- Build a professional network of colleagues and mentors.
- Create a career plan to focus on activities that will build professional capacities.
- Assess and develop leadership competencies to prepare for future opportunities both institutionally and within ADEA.

Program Themes:

- Leadership in Academia: Foundations and applicable uses
- Mentorship: How to find a mentor and how to become one
- Career Development: How to find your niche and develop career opportunities
- Considerations and Expectations of a Faculty Member: Policies and networking
- Career and Life Management: How to manage the stressors of a career

Faculty:

Marnie Oakley, D.M.D., Associate Dean for Clinical Affairs, University of Pittsburgh School of Dental Medicine

Gregory Olson, D.D.S., M.S., Associate Professor, Department of Orthodontics, Loma Linda University School of Dentistry

Tobias E. Rodriguez, Ph.D., Vice President, AAL

Advisors:

Alexander Bendayan, D.D.S., Clinical Associate Professor and Assistant Dean for Digital Dentistry Development and Clinical Training, Boston University Henry M. Goldman School of Dental Medicine

Edmond Hewlett, D.D.S., Professor and Associate Dean for Outreach and Diversity, University of California, Los Angeles School of Dentistry

Rachel Kearney, BSDH, M.S., Chair, Division of Dental Hygiene, The Ohio State University College of Dentistry

Kathy Marshall, D.D.S., Program Director and Interim Chair, Department of Orthodontics, Howard University College of Dentistry

André Ritter, D.D.S., M.S., Executive Dean and Chief Operating Officer, University of North Carolina at Chapel Hill's School of Dentistry

Arlene Sánchez-Castellano, D.M.D., Professor and Interim Associate Dean, University of Puerto Rico School of Dental Medicine

Jeanne P. Sutton, D.M.D., Associate Professor, Department of Comprehensive Care, Oklahoma University College of Dentistry

ADEA Staff:

Jeffery Stewart, D.D.S., M.S., Senior Vice President for Educational Leadership and Innovation
Nirah Forman, Meetings Manager

Agenda

Wednesday, July 11

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:45 a.m.

Welcome and Introductions

Presenter:

Tobias E. Rodriguez, Ph.D., Vice President, AAL

8:45 a.m. – noon

Leadership and Considerations for Thriving in Academia

Presenter:

Tobias E. Rodriguez, Ph.D.

In this session, attendees will learn current perspectives of leadership development and strategies for understanding and defining their academic niches. Attendees will engage in assessments to define their personal leadership characteristics and learn strategies to incorporate those into a successful academic career. Lecture format will be used in combination with individual and small workgroup activities.

Learning Objectives:

- Explain current perspectives on effective leadership development and theory.
- Develop a professional vision, mission and goals.
- Describe various elements and strategies for defining one's niche in academia.

CE Credits: 3.25

Noon – 1:00 p.m.

Lunch

1:00 – 2:00 p.m.

Group Project Description

Presenter:

Tobias E. Rodriguez, Ph.D.

2:00 – 4:00 p.m.

Scholarship and Publishing

Presenter:

Lynn P. Whittaker, Ph.D., Executive Managing Editor, Journal of Dental Education

In this session, attendees will learn how to both make use of and contribute to published scholarship. The session will first provide tips and guidelines for being an efficient consumer of publications in

order to support professional development. Then, after a brief overview of publishing opportunities, attendees will explore practical ways to research and publish their own articles and learn strategies to make research and publication part of their career plan. Lecture format will be used in combination with individual and small workgroup activities.

Learning Objectives:

- Apply strategies to use publications to enrich your daily job and broaden your knowledge of your discipline and academic dentistry.
- Identify the array of publishing opportunities available to you.
- Design a research and publishing strategy as part of your career plan.

CE Credits: 2.0

4:00 – 4:30 p.m.

Daily Debrief

Advisor Groups

5:00 – 6:00 p.m.

Reception

6:00 – 8:00 p.m.

Dinner on Own

Thursday, July 12

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

Daily Reflection and Assessment

8:15 – 11:30 a.m.

Multidirectional Leadership

Presenter:

Marnie Oakley, D.M.D., Associate Dean for Clinical Affairs, University of Pittsburgh School of Dental Medicine

In this session, attendees will identify their own leadership strengths and weaknesses, and learn strategies to leverage their strengths to influence their bosses, peers and subordinates to achieve organizational success. Lecture and interactive small group activities will be utilized.

Learning Objectives:

- Describe the importance of self-reflection and create awareness of how balanced leadership preferences impact organizational success.

Agenda

- Explain effective techniques that will create buy-in for ideas during leadership across various directions.
- Identify examples of successful multidirectional leadership and pitfalls associated with leadership responsibilities.

CE Credits: 3.25

11:30 – noon

Team Building Exercise

Noon – 1:00 p.m.

Lunch

1:00 – 3:30 p.m.

Interpersonal Relations in Academia and Career Planning

Presenter:

Gregory Olson, D.D.S., M.S., Associate Professor, Loma Linda University School of Dentistry

In this session, attendees will discuss strategies, tools and techniques for enhancing their careers in academics. Essential to growth in an academic career is effective communication in teaching and professional interactions. Attendees will learn skills for writing and editing career goals in order to enhance productivity. The importance of understanding the promotion and tenure process at academic institution will be discussed. Lecture format will be used in combination with small workgroup and discussion activities.

Learning Objectives:

- Apply the key skills and aspects of effective communication across academic situations, purposes and audiences.
- Develop long- and short-term career goals that will impact student learning and enhance desired career pathways.
- Identify important considerations in order to prepare successfully for promotion and tenure and reflect on current progress.

CE Credits: 2.5

3:30 – 4:00 p.m.

Daily Debrief

Advisor Groups

4:45 – 9:00 p.m.

Group Networking Event and Dinner

Friday, July 13

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m. **Daily Reflection and Assessment**

8:15 a.m. – noon **Mentorship and Networking**

Presenter:
Gregory Olson, D.D.S., M.S.

In this session, attendees will learn strategies for identifying and selecting their team of mentors. The importance of establishing mentoring relationships with students, residents and fellow academic colleagues will be emphasized. Professional networking and techniques to develop networks and the importance of effective networking for leadership development will be discussed. Lecture format will be used in combination with small workgroup and discussion activities.

Learning Objectives:

- Discuss best practices for finding and selecting mentors.
- Describe important traits necessary to becoming an effective mentor to peers and students.
- Employ techniques to develop one’s professional networks.

CE Credits: 3.75

Noon – 1:00 p.m. **Lunch**

1:00 – 1:30 p.m. **Team Building Exercise**

1:30 – 4:15 p.m. **Difficult Conversations**

Presenter:
Marnie Oakley, D.M.D.

In this session, attendees will learn how to no longer avoid difficult conversations, but instead, lead them with confidence using best practices through a structured approach. Lecture format will be used in combination with small workgroup activities and practice sessions.

Learning Objectives:

- Implement a structured, best-practices approach to engaging in and handling difficult conversations.
- Identify and apply personal preferences, approaches and tactics to influence success when resolving conflicts that include difficult conversations.
- Discuss skills and techniques that serve to mitigate or prevent harmful conflict and difficult conversations.

CE Credits: 2.75

4:15 – 5:00 p.m.

Daily Debrief

Advisor Groups

5:15 – 8:15 p.m.

Reception and Dinner

Saturday, July 14

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

Daily Reflection and Assessment

8:15 – 10:15 a.m.

Career and Life Management

Presenter:

Tobias E. Rodriguez, Ph.D.

In this session, attendees will learn important considerations that are involved in the establishment of a successful career as an academic dentist. Attendees will discuss aspects of how to best manage one's personal and work life, including mindfulness, awareness and the various stressors brought about by an academic career. They will discuss factors that might lead to work-life imbalance and learn how to apply various techniques that will promote the ability to manage both career and life issues. Lecture format will be used in combination with small workgroup activities.

Learning Objectives:

- Explain considerations for establishing a career in academic dentistry.
- Apply best-practice career and life management techniques.
- Discuss factors that contribute to work-life imbalance.

CE Credits: 2.0

10:15 – 10:30 a.m.

Break

10:30 – 11:45 a.m.

Career Plans and Team Project Discussion

Advisors and Peer Groups

In this session, attendees will share and discuss career goals and plans. Peer groups will identify the area of investigation for their project and assign roles of group members for the initial project work. Dates, times and mechanisms for ongoing virtual meetings after the

program will be established. This session will be conducted with interactive, small workgroup activities.

Learning Objectives:

- Discuss individual career plans.
- Identify an area of investigation for team project.
- Establish a work plan for the team project.

CE Credits: 1.25

11:45 a.m. – noon

Closing Remarks

Presenter:
Tobias E. Rodriguez, Ph.D.

Noon

Depart

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