

2019 ADEA Summer Program for Emerging Academic Leaders
July 17–20, 2019
ADEA Headquarters
Washington, DC

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.

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

Brad J. Potter, D.D.S., M.S., Professor, Division of Oral and Maxillofacial Radiology, University of Colorado School of Dental Medicine

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

Advisors:

Deborah Dilbone, D.M.D., Chair, Department of Restorative Dental Sciences, University of Florida College of Dentistry

Craig Hirschberg, D.D.S., Chair, Department of Endodontics, Rutgers, The State University of New Jersey, School of Dental Medicine

Keith Mays, D.D.S., M.S., Ph.D., Associate Dean for Academic Affairs, University of Minnesota School of Dentistry

Michelle Robinson, D.M.D., Associate Dean for Health Information and Business Systems, University of Alabama at Birmingham School of Dentistry

Adriana Segura, D.D.S., M.S., Associate Dean for Academic, Faculty and Student Affairs, UT Health San Antonio School of Dentistry

Kathi R. Shepherd, M.S., Assistant Dean, Educational Development, University of Detroit Mercy School of Dentistry

Robert D. Spears, Ph.D., M.S., Associate Dean for Student and Academic Affairs, University of Texas at School of Dentistry at Houston

ADEA Staff:

Susan Apollonio, M.N.R., Senior Director for Educational Leadership and Faculty Development Programming

Nirah Forman, Meetings Manager

Wednesday, July 17

7:30 – 8:30 a.m.

Breakfast

8:30 – 9:15 a.m.

Welcome and Introductions

Tobias E. Rodriguez, Ph.D.
Karen P. West, D.M.D., M.P.H.
Anthony Palatta, D.D.S., Ed.D.
Susan Apollonio, M.N.R.

9:15 – 10:30 a.m.

Leadership and Considerations for Thriving in Academia

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.
- Discuss personal goals and professional development needs.
- Describe various elements and strategies for defining one's niche in academia.

CE Credits: 2.5

10:30 – 10:45 a.m.

Break

10:45 a.m. – noon

Leadership and Considerations, continued

Noon – 1:00 p.m.

Lunch

1:00 – 2:30 p.m.

Multidirectional Leadership

Marnie Oakley, D.M.D.

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.
- 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: 2.75

2:30 – 2:45 p.m.

Break

2:45 – 4:00 p.m.

Multidirectional Leadership, continued

4:00 – 4:30 p.m.

Peer Group Meeting
Advisors

5:00 – 6:00 p.m.

Reception

6:00 – 8:00 p.m.

Dinner on Your Own

Thursday, July 18

7:30 – 8:30 a.m.

Breakfast

8:30 – 8:40 a.m.

Peer Debrief

8:40 – 10:30 a.m.

Interpersonal Relations in Academia and Career Planning

Brad J. Potter, D.D.S., M.S.

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: 3.0

10:30 – 10:45 a.m.

Break

10:45 – noon **Interpersonal Relations, continued**

Noon – 1:00 p.m. **Lunch**

1:00 – 2:00 p.m. **Project Development and Scholarship**

Tobias E. Rodriguez, Ph.D.

In this session, 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 for publishing within your discipline and academic dentistry.
- Design a research and publishing strategy as part of your career plan.

CE Credits: 2.25

2:00 – 2:15 p.m. **Break**

2:15 – 3:30 p.m. **Project Development and Scholarship, continued**

3:30 – 4:00 p.m. **Peer Group Meeting**

Advisors

4:45 – 9:00 p.m. **Group Networking Event and Dinner on Your Own**

Friday, July 19

7:30 – 8:30 a.m. **Breakfast**

8:30 – 8:40 a.m. **Peer Group Debrief**

8:40 a.m. – noon **Difficult Conversations**

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: 3.0

10:15 – 10:30 a.m.

Break

10:30 – noon

Difficult Conversations, continued

Noon – 1:00 p.m.

Lunch

1:00 – 2:15 p.m.

Mentorship and Networking

Brad J. Potter, 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: 2.75

2:15 – 2:30 p.m.

Break

2:30 – 4:00 p.m.

Mentoring and Networking, continued

4:00 – 4:30 p.m.

Peer Group Meetings
Advisors

5:00 – 8:00 p.m.

Reception and Dinner

Saturday, July 20

7:30 – 8:30 a.m.

Breakfast

8:30 – 8:40 a.m.

Peer Group Debrief

8:40 – 10:15 a.m.

Career and Life Management

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: 1.75

10:30 – 10:45 a.m.

Break

10:45 – 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: 1.0

11:45 a.m. – noon

Closing Remarks

Tobias E. Rodriguez, Ph.D.

Noon

Adjourn (Do not depart before noon)

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