

2021 ADEA Emerging Leaders Program
Facilitated by AAL
April 29–May 1, 2021

Preliminary Agenda

Purpose:

- 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:

- Assessment for Development: Personal data on which to build a development plan.
- 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.
- Wellness and Resilience: Strategies for balancing career with other dimensions of life.

Faculty:

N. Karl Haden, Ph.D., President, AAL

Marnie Oakley, D.M.D., Senior 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

Felicia Tucker-Lively, Ph.D., Vice President, AAL

Advisors:

David Cappelli, D.M.D., Ph.D., M.P.H., Professor and Chair, Department of Biomedical Sciences,
University of Nevada, Las Vegas, School of Dental Medicine

Amy Coplen, RDH, M.S., Director, School of Dental Hygiene Studies, Pacific University

Tracy de Peralta, D.M.D., Ph.D., M.Clin.Ed., Associate Dean for Academic Affairs, University of
Colorado School of Dental Medicine

Joan Kowolik, B.D.S., Director, Pediatric Dentistry Clinic, Indiana University School of Dentistry

Fotinos Panagakos, D.M.D., Ph.D., M.B.A., M.Ed., Interim Dean, West Virginia University School
of Dentistry

Herminio Perez, D.M.D., M.B.A., Director of Student Affairs, Diversity and Inclusion, Rutgers,
The State University of New Jersey, School of Dental Medicine

Andrea Zandoná, D.D.S., M.S., Ph.D., Professor and Chair, Department of Comprehensive Care,
Tufts University School of Dental Medicine

ADEA Staff:

Anthony Palatta, D.D.S., Ed.D., Chief Learning Officer

Nirah Forman, Meetings Manager

Thursday, April 29

10:00 – 10:15 a.m.

Welcome and Introductions

10:15 a.m. – noon

Learning to Lead

N. Karl Haden, Ph.D.

This session will introduce a model for lifelong learning as a leader and the concept of character-based leadership. Participants will discuss feedback received in their TriMetrix EQ assessments.

Learning Objectives

- Describe character-based leadership.
- Recognize one's personal behavior preferences and motivators, and how they shape interactions with others.
- Apply a model of emotional intelligence for better self-understanding and to improve communication with others.

CE Credits: 1.75

Noon – 1:00 p.m.

Group Lunch

1:00 – 2:30 p.m.

Multidirectional Leadership

Marnie Oakley, D.M.D.

In this session, attendees will 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 used.

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: 1.5

2:30 – 2:45 p.m.

Break

2:45 – 4:15 p.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 institutions 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: 1.5

4:15 – 4:30 p.m. **Break**

4:30 – 5:30 p.m. **Peer Group Discussion of Projects With Advisors**

N. Karl Haden, Ph.D.

5:30 p.m. **Adjourn**

Friday, April 30

10:00 – 10:30 a.m. **Peer Group Debrief of Day 1**

10:30 – 11:30 a.m. **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: 1.0

11:30 – 11:45 a.m.

Break

11:45 a.m. – 12:30 p.m.

Difficult Conversations, continued

CE Credits: 0.75

12:30 – 1:30 p.m.

Group Lunch

1:30 – 3:00 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: 1.5

3:00 – 3:15 p.m.

Break

3:15 – 3:45 p.m.

Team Effectiveness Discussion with Advisors

Felicia Tucker-Lively, Ph.D., and Advisors

In this session, attendees and advisors will discuss how one's behaviors influence one's effectiveness in team dynamics. Peer groups will identify team strengths and opportunities for enhancing effectiveness. This session will incorporate a breakout session for peer-group activities.

Learning Objectives

- Identify individual contributions to team performance.
- Describe team strengths and opportunities for enhancing effectiveness.

CE Credits: 0.5

3:45 – 4:00 p.m.

Project Question and Answer

N. Karl Haden, Ph.D.

4:00 – 5:00 p.m.

Peer Coaching with Advisors

5:00 p.m.

Adjourn

Saturday, May 1

10:00 – 10:30 a.m.

Peer Group Team Building

10:30 a.m. – noon

Enhancing Leadership Capacity Through Access, Diversity and Inclusion

Felicia Tucker-Lively, Ph.D.

This session addresses the importance of leadership in building and sustaining a diverse and inclusive community in dental education. The activities, interspersed through the session, are designed for interactive discussion and group exercises to enhance effectiveness in diversity and inclusion efforts.

Learning Objectives

- Describe the role leadership plays in building and sustaining inclusive excellence through access, diversity, equity and inclusion.
- Discuss potential challenges and barriers for considerations.
- Identify tools and strategies for achieving an inclusive community in dental education.

CE Credits: 1.5

Noon – 1:00 p.m.

Lunch

1:00 – 2:30 p.m.

Wellness and Resilience

N. Karl Haden, Ph.D.

This discussion-based session is designed to assist Fellows with self-examination in relation to life balance, well-being and time

management. Discussion will take place with the entire class and in small groups and will include peer feedback.

Learning Objectives

- Define wellness and resilience.
- Assess one's current state of wellness and resilience.
- Explore approaches to mindfulness to improve well-being.

CE Credits: 1.5

2:30 – 2:45 p.m.

Break

2:45 – 3:15 p.m.

Take-Home Ideas and Next Steps

3:15 p.m.

Adjourn

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