

2017 ADEA Summer Program for Emerging Academic Leaders
July 11–14, 2017
Harraseeket Inn
Freeport, ME

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

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

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

Advisors:

Hubert Chan, D.D.S., Assistant Dean for Clinical Education and Senior Clinical Managing Partner, College of Dental Medicine, Western University of Health Sciences

John Da Silva, D.M.D., Vice Dean, Harvard School of Dental Medicine

Cheryl E. Fryer, D.D.S., M.S., Associate Dean for Academic Affairs, Howard University College of Dentistry

Pamela Hughes, D.D.S., Chair of the Department of Oral and Maxillofacial Surgery, Oregon Health & Science University School of Dentistry

Ryan Quock, D.D.S., Vice Chairman of the Department of Restorative Dentistry and Prosthodontics, the University of Texas Houston School of Dentistry at Houston

Laura M. Romito, D.D.S., M.S., M.B.A., Associate Director for Faculty Development and Leadership, IU Center for Interprofessional Health Education & Practice, Indiana University School of Dentistry

ADEA Staff:

Richard W. Valachovic, D.M.D., M.P.H., President and CEO

Jeffery C. B. Stewart, D.D.S., M.S., Senior Director for Institutional Innovation and Development

Nirah Forman, Meetings Manager

Preliminary Agenda

Tuesday, 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 also develop a professional vision statement, mission and goals. Lecture format will be used in combination with individual and small workgroup activities.

Learning Objectives:

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

CE Credits: 3.0

Noon – 1:00 p.m.

Lunch

1:00 – 1:30 p.m.

Team Building Exercise #1

1:30 – 3:30 p.m.

Leading Change

Presenters:

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

Jeffery Stewart, D.D.S., M.S., ADEA Senior Director for Institutional
Innovation and Development

In this session, attendees will learn the elements of organizational change and how this change will affect dental education in the future. They will learn effective practices of change agents and understand how to create change that is sustainable. Attendees will also assess their own readiness for and reaction to change. Lecture format will be used in combination with individual and small workgroup activities.

Learning Objectives:

- Describe the foundations of organization development and change and how they relate to the future of dental education.
- Identify key evidence-based practices that enhance the ability to create sustainable change.
- Assess personal readiness for and reaction to change.

CE Credits: 2.0

3:30 – 4:00 p.m.

Group Project Description

Presenter:
Tobias E. Rodriguez, Ph.D.

4:00 – 4:30 p.m.

Daily Debrief

Advisor Groups

5:00 – 6:00 p.m.

Reception

Wednesday, July 12

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

Reflection and Assessment

8:15 – 11:15 a.m.

Multidirectional Leadership

Presenter:

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: 3.0

11:15 – noon

ADEA Professional Development Pipeline

Presenter:

Richard W. Valachovic, D.M.D., M.P.H., ADEA President and CEO

In this session, attendees will learn about the various ADEA programs that contribute to professional development. The curricular components of each program and how these programs provide leaders opportunities to achieve their career goals will be discussed. Lecture format will be utilized for this session.

Learning Objectives:

- List the programs that constitute the continuum of ADEA professional development.

- Discuss the curricular components of the different ADEA professional development programs.
- Identify strategies to promote achievement of career goals.

CE Credits: 0.5

Noon – 1:00 p.m.

Lunch

1:00 – 1:30 p.m.

Team Building Exercise #2

1:30 – 3:30 p.m.

Interpersonal Relations in Academia and Career Planning

Presenter:

Brad J. Potter, D.D.S., M.S., Professor, University of Colorado School of Dental Medicine

In this session, attendees will discuss aspects of effective communication and learn key skills to improve communication skills. They will continue to develop both short- and long-term career goals in order to prepare for promotion and achievement of tenure. Lecture format will be used in combination with small workgroup activities.

Learning Objectives:

- Describe the key skills and aspects of effective communication.
- Develop long- and short-term career goals.
- Identify important considerations in order to prepare successfully for promotion and tenure.

CE Credits: 2.0

3:30 – 4:00 p.m.

Daily Debrief

Advisor Groups

4:15 – 7:00 p.m.

Group Networking Event: Casco Bay Cruise in Portland

7:00 – 9:00 p.m.

Dinner on Own in Portland

(Transportation back to Freeport will be provided.)

Thursday, July 13

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

Reflection and Assessment

8:15 a.m. – noon

Mentorship and Networking

Presenter:

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

In this session, attendees will learn strategies for identifying and selecting their team of mentors. They will also learn how to become effective mentors to others. Professional networking and techniques to develop networks will be discussed. Lecture format will be used in combination with small workgroup 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: 3.5

Noon – 1:00 p.m.

Lunch

1:00 – 1:30 p.m.

Team Building Exercise #3

1:30 – 4:00 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: 2.5

4:00 – 5:00 p.m.

Daily Debrief

Advisor Groups

6:00 – 9:00 p.m.

Reception and Lobster Bake at Harraseeket Inn

Friday, July 14

7:00 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

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. 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 Plan Sharing 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

Presenter:
Tobias E. Rodriguez, Ph.D.

Noon

Depart

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