



2023 ADEA Allied Dental Program Directors' Conference  
June 3–6, 2023  
Westin  
Indianapolis, IN

## Empower and Thrive

### Preliminary Meeting Agenda

#### Saturday, June 3

10:00 – 10:30 a.m.

**Conference Connections Check-in**  
(pre-registration required)

Participants will check in at this table prior to orientation.

10:30 a.m. – noon

**Conference Connections Orientation**

Noon – 5:00 p.m.

**Registration**

Noon – 2:30 p.m.

**ADEA Welcome Committee**

New and returning directors are invited to stop by the welcome area to meet planning committee members, ADEA Council of Allied Dental Program Directors Administrative Board members and ADEA staff who will help orient them to the meeting and share useful ADEA resources.

#### **ADEA DHCAS Demonstration**

See a demonstration of the ADEA DHCAS search engine and admissions management software, WebAdMIT. ADEA DHCAS, the centralized application service for all levels of dental hygiene programs, provides critical data collection, dedicated customer service and a robust reporting system for dental hygiene program admissions.

Noon – 2:30 p.m.

**Corporate Sponsor Meet and Greet With Small Plate Lunch**  
(registered attendees only)

*Please note: Small food items will be available throughout the entire meet and greet to allow you to simultaneously snack and visit with corporate sponsors.*

Participants will have the opportunity to speak with members of the ADEA Corporate Council to discuss specific program needs and obtain educational materials.

- |                  |   |
|------------------|---|
| 1:00 – 2:15 p.m. | <b>Corporate Raffle Drawings (must be present to win)</b>           |
| 1:00 – 2:30 p.m. | <b>Poster Presentations</b>   |
| 2:30 – 3:00 p.m. | <b>Photos Taken With Raffle Winners and the Corporate Donors</b>    |
| 3:00 – 3:15 p.m. | <b>Welcome and Recognition of Corporate Sponsors and ADEA Staff</b> |
| 3:15 – 5:00 p.m. | <b>Keynote: Make Work More Human</b>                                |

Renée Smith  
CEO, A Human Workplace

People have struggled with burnout, lack of meaning and loss of connection at work for a long time. Today, people are leaving dehumanizing workplaces in droves, and countless others are staying but are disengaged. Many workplaces are in crisis and leaders are unsure of what to do. This talk provides answers and points the way to a more successful, human-centered future. What does it take to create a workplace where stakeholders and customers are satisfied and employees and teams can truly thrive? It takes decreasing fear and increasing a sense of psychological safety to foster a more human way of working.

With candor and warmth, Ms. Smith makes the business case for human-centered leadership. Based on insights from her primary research, which included 75 formal interviews and hundreds of informal dialogues, learn how human-centered workplaces are more effective workplaces. Learn what it means to be human-centered and explore the neuroscience behind this shift. Discover daily practices to create more trust, engagement, satisfaction and performance on teams. Explore the role of accountability in a human workplace. Learn a tool to ensure you lead with less fear and more care for people when faced with any challenge or opportunity. Be inspired to make your work more human every day!

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Describe practical ways to make work a positive, engaging experience.
- Explain the link between performance and human behavioral science and neurophysiology.
- Recall the solid business case for decreasing fear and increasing psychological safety.

CE Credits: 1.75

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[5:00 – 5:30 p.m.      *PechaKucha Practice Run*]

6:00 – 9:00 p.m.      **Networking Event**

Sponsored by HuFriedyGroup  
(For attendees and one registered adult guest)

**Sunday, June 4**

7:30 a.m. – noon      **Registration**

7:30 – 8:30 a.m.      **Networking Breakfast (for attendees only)**

8:30 – 9:00 a.m.      **Welcome and Introductions**

Presenters

Ann Bruhn, RDH, M.S.  
Chair-elect, ADEA Council of Allied Dental Program Directors  
(ADEA CADPD)

Karen West, D.M.D., M.P.H.  
ADEA President and CEO

Ana N. López-Fuentes, D.M.D., M.P.H.  
Chair of the ADEA Board of Directors

Susan Kass, RDH, Ed.D.  
Chair-elect of the ADEA Board of Directors

**Recognition of VIPs**

9:00 – 10:00 a.m.      **Hunting for Resources? End Your Hunt at the Colgate Dental Educators Network**

Marti Santizo, RDH, M.B.A.  
Diane Peterson, RDH, M.Ed.  
Colgate

Get ready to elevate your curriculum by incorporating our ready-to-use digital tools on the Colgate Dental Educators Network. This is a hands-on workshop where you will take a deep dive into the website and learn how to quickly add this resource to your courses. Group activities and a scavenger hunt will help increase your knowledge about the offerings on the network.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Describe how to navigate the Colgate Dental Educators Network and identify ready-to-use resources for your courses.

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- Identify courses to take on Educational Methodology and Leadership.
- Identify ready-to-use OSCE resources.
- Explain how to contribute to the network.

CE Credits: 1.0

10:00 – 10:15 a.m.

**Break**

10:15 a.m. – noon

**PechaKucha**

Using a PechaKucha format, facilitators present a brief synopsis of empowerment activities at their campuses. Immediately following the presentations, attendees participate in several small group facilitated discussions on the issues.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Identify issues affecting successful administration of allied dental programs.
- Discuss possible emerging educational strategies for the future.

**Facilitators**

**Topics**

Elizabeth Carr, RDH, M.S.D.H.,  
D.H.A.

Shifting Perspectives From Superheroes  
to Allied Health Educators

Brigitte Cooper, RDH, M.S.

Enhancing Allied Dental Education  
Through Service Learning

Sarah Lindsay Liebkemann,  
RDH, M.S.

Better Together: Empowering Allied  
Dental Students Through  
Interprofessional Education

Emily Rhineberger, M.A.

Looking Beyond the Looming  
Demographic Cliff

CE Credits: 1.75

Noon – 1:00 p.m.

**Networking Lunch (for attendees only)**

1:00 – 2:00 p.m.

**Teaching Allied Dental Students to Manage Inappropriate Patient Sexual Behavior**

Dianne Smallidge, RDH, Ed.D.  
Chair, ADEA CADPD  
Dean

Forsyth School of Dental Hygiene  
Massachusetts College of Pharmacy and Health Sciences

The presentation will inform attendees of the prevalence of Inappropriate Patient Sexual Behavior (IPSB) in dental practice settings, provide examples of IPSB experienced by clinicians, and provide guidance on how to teach allied dental students to manage IPSB in practice settings.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Define the terms workplace violence and IPSB.
- Discuss the prevalence of IPSB encountered by dental providers in the clinical practice setting.
- Identify skills faculty and students can use to manage IPSB in their educational settings.

CE Credits: 1.0

2:00 – 2:15 p.m.

#### **Break**

2:15 – 3:15 p.m.

#### **Speak Spanglish? Cultural Considerations in Dentistry**

Amber Lovatos, RDH, M.A.A.D.H.  
Latin RDH

Have you ever wished you could do more for your patient but found that culture has been a barrier? We have all noticed that certain misinformation is passed along in different cultures. Even as health care workers, we often experience this with our own families. As a Mexican American, Ms. Lovatos knows a great deal about the different "medical tips" that are passed along from a favorite "tia" (aunt) or the overly helpful "vecino" (neighbor). These behaviors are common in the Hispanic and Latin community. They are also behaviors to work to understand and empathize with to better care for minority patients. In this session, participants will learn the "why" behind some of the behaviors in the Hispanic and Latin communities. They will become familiar with the nuances of interacting with Hispanics, environmental factors that contribute to their decision-making, and learn how to leverage similarities. The goal of this session is to equip professionals to better understand the cultural factors affecting their patients' behaviors so they can increase equity in the minority community.

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Identify barriers to dental care in the Hispanic and Latino community.
- Modify their care to increase comfortability among Hispanic and Latino patients.
- Differentiate between Latino and Hispanic patients.

- Incorporate culturally appropriate language into their teaching and care.
- Design oral health literature for Spanish-speaking patients.

CE Credits: 1.0

3:15 – 3:30 p.m.

**Break**

3:30 – 5:00 p.m.

**Concurrent Sessions**

Participants will choose to attend one of the five concurrent sessions below.

**Current Issues Affecting Dental Assisting**

Facilitator:

Hema Udupa, D.D.S., M.S.

Dental Assisting Program Director

Metropolitan Community College - Penn Valley Health Science Institute

This session will be a facilitated discussion of critical issues affecting dental assisting. It will allow dental assisting program directors to develop strategies for advancing their programs.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Describe various current issues affecting dental assisting education.
- Discuss methods for implementing program changes based on current issues.

CE Credits: 1.5

**Current Issues Affecting Dental Laboratory Technology**

Facilitator:

Rebecca Stolberg

ADEA Vice President, Allied Dental Education and Faculty Development

This session will be a facilitated discussion of critical issues affecting dental laboratory technology education. It will allow dental laboratory technology program directors to develop strategies for advancing their programs.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Describe various current issues affecting dental laboratory education.
- Discuss methods for implementing program changes based on current issues.

CE Credits: 1.5

### **Current Issues Affecting Dental Therapy**

Facilitator:

Amy Coplen, RDH, M.S.

Associate Professor and Associate Dean for Interprofessional Education  
Pacific University

This session will be a facilitated discussion of critical issues affecting dental therapy education. It will allow dental therapy program directors to develop strategies for advancing their programs.

#### **Learning Objectives**

Upon completion of this session, participants will be able to:

- Describe various current issues affecting dental therapy education.
- Discuss methods for implementing program changes based on current issues.

CE Credits: 1.5

### **Current Issues Affecting Bachelor of Science Degree Completion Programs and Graduate Dental Hygiene Programs**

Facilitator:

Jennifer Cullen, RDH, M.P.H.

Director, Dental Hygiene Degree Completion Program  
University of Michigan School of Dentistry

This session will be a facilitated discussion of critical issues affecting bachelor of science degree completion programs and graduate dental hygiene programs.

#### **Learning Objectives**

Upon completion of this session, participants will be able to:

- Outline various issues affecting bachelor of science degree completion education.
- Describe various current issues affecting graduate dental hygiene programs.
- Discuss methods for implementing program changes based on current issues.

CE Credits: 1.5

### **Current Issues Affecting Dental Hygiene**

Facilitators:

Risa Handman, RDH, Ed.D.

Program Director, Dental Hygiene  
Georgia State University Perimeter College

Dianne Smallidge, RDH, Ed.D.  
Dean  
Massachusetts College of Pharmacy and Health Sciences (Forsyth)

Lattice Sams, RDH, M.S.  
Program Director, Dental Hygiene  
University of North Carolina at Chapel Hill  
Adams School of Dentistry

#### Learning Objectives

Upon completion of this session, participants will be able to:

- Describe various current issues affecting dental hygiene education.
- Discuss methods for implementing program changes based on current issues.

CE Credits: 1.5

5:30 – 7: 00 p.m.

#### **Networking Reception**

Sponsored by A-dec

(For attendees and one registered adult guest)

### **Monday, June 5**

7:00 – 8:00 a.m.

#### **Networking Breakfast (for attendees only)**

8:00 – 9:00 a.m.

#### **ADEA CADPD Business Meeting**

9:00 –10:00 a.m.

#### **ADEA Climate Study Key Findings—U.S. and Canadian Dental Schools and Allied Dental Education Programs**

Steven Krzanowski, M.A.  
Senior Consultant, Equity, Diversity, Inclusion & Justice  
NonProfit HR

Antonio Cortez  
NonProfit HR

Nonprofit HR, consultants for the ADEA Climate Study, will share key findings from the inaugural ADEA Climate Study and baseline data collected. The climate study was conducted in spring 2022 and included 258 participating U.S. and Canadian dental schools and allied dental education programs. The Nonprofit HR consultants will share data and major findings for each of the 10 categories covered within the climate study (e.g., overall climate, well-being, sense of belonging, inclusive environment, humanistic environment, inclusive culture, cultural competence, harassment and discrimination, welcomeness, equitable policies and practices). Information on Phase 3 will also be shared.



Learning Objectives

Upon completion of this session, participants will be able to:

- Summarize key ADEA climate study findings across the 10 survey categories.
- Describe the major data themes that emerged from the climate study data regarding students, faculty, staff, administrators and marginalized populations within these survey groups.
- Discuss Phase 3 activities to assist participating dental schools and allied dental education programs in their strategies and use of their school/program level findings.

CE Credits: 1.0

10:00 – 10:15 a.m.

**Break**

10:15 a.m. – noon

**ADEA Office of Access, Diversity and Inclusion (ADEA ADI): What's Your Default?**

Sara Bendoraitis, M.S.  
ADEA Director, Diversity, Equity and Inclusive Learning

Shelvia English, Ph.D.  
ADEA Senior Director, Access, Diversity and Inclusion

This session will engage participants in an activity designed to explore our salient identities in particular situations and how our different identities intersect, interact and affect our daily lives. This exercise will allow us to think about our own multiple social identities as a means of heightening our consciousness about how we all experience and embody our social identities differently.

Learning Objectives

Upon completion of this session, participants will be able to:

- Discuss how we experience our identities on a day-to-day basis.
- Identify our salient identities in particular situations.
- Discuss strategies to ensure that our students, patients and colleagues' identities are affirmed and respected in our spaces.

CE Credits: 1.75

Noon – 1:00 p.m.

**Lunch**

1:00 – 2:15 p.m.

**ADEA ADI: The Importance of Inclusive Language: Understanding LGBTQ Identities**

Sara Bendoraitis, M.S.

Shelvia English, Ph.D.

Whether you are new to learning about the lesbian, gay, bisexual, transgender and queer (LGBTQ+) community or consider yourself well-informed, this training will provide an overview of vocabulary/terminology, common misperceptions and stereotypes, and ways to support the LGBTQ+ community.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Discuss the complexities of gender and sexual orientation.
- Examine issues that impact LGBTQ+ people.
- Articulate some of the privileges that non-LGBTQ people may have.
- Describe effective ally behaviors.

CE credits: 1.25

2:15 – 2:30 p.m.

**Break**

2:30 – 3:30 p.m.

**ADEA ADI: Understanding Unconscious Bias**

Sara Bendoraitis, M.S.

Shelvia English, Ph.D.

Unconscious bias impacts how we interact and make decisions. Even those of us with the best intentions, sometimes act in biased ways. The good news is that we can be more aware of our unconscious biases to make better decisions, create an environment where everyone can share ideas and opinions, and help to build a more diverse and inclusive community. This session focuses on what we can do to avoid the negative impact or consequences of bias, how we can become more self-aware and learn to manage our filters, and identifying and responding to bias in the workplace.

**Learning Objectives**

Upon completion of this session, participants will be able to:

- Explain how unconscious bias works.
- Discuss strategies that recognize and interrupt bias—e.g., the PAUSE model.

CE Credits: 1.0

3:30 p.m.

**Explore Indianapolis/dinner on your own**

## Tuesday, June 6

7:30 – 8:30 a.m.                      **Networking Breakfast**

8:30 – 11:30 a.m.                      **CODA Program Director Updates**

Sherin Took  
Jamie Asher Hernandez  
Katie Navickas  
Commission on Dental Accreditation (CODA)

This session will be conducted by CODA Allied Dental Education staff and will include:

- Program Director 101
- How to prepare CODA reports
- Orientation for programs preparing for site visits

11:30 a.m.                                **Closing Remarks**

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All speakers agree that neither they nor members of their immediate family have any financial relationships with commercial entities that may be relevant to their presentation.

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