



Thriving Together: Cultivating a Flourishing Oral Health Education Community

Feb. 6-8, 2025
Lansdowne Resort
44050 Woodridge Parkway
Leesburg, VA 20176

Preliminary Program and Agenda

Updated 1-24-25

Since the end of the COVID-19 pandemic, academic institutions have invested significant resources in the well-being of students, faculty and staff with the goal of creating communities in which people can flourish. Creating flourishing communities in oral health education, whether at individual institutions or nationally, intersects with ADEA initiatives to attract and prepare the next cadre of faculty, staff and leaders (ADEA Strategic Plan 2024-2027, Goal 2). Fostering an inclusive culture, facilitating faculty development and promoting broad, inclusive leadership and succession planning are all means to the end of individual and institutional flourishing.

The 2025 ADEA Leadership Institute Phase V program will explore the meaning of human flourishing and how it relates to individual and collective well-being. Specific components of the program include strategies and practices to:

- **Foster Individual and Institutional Resilience.** Participants will take a formal self-assessment about their wellness and resilience and learn about strategies for self-care applicable to faculty, students and staff.
- **Attract and Retain Faculty.** Having opportunities to flourish is important for successful academic careers. Leadership Institute alumni will delve into practical approaches for attracting diverse and qualified individuals and preparing for successful careers through mentorship programs, career development opportunities and succession planning.
- **Build an Inclusive Culture.** Alumni will explore practices for creating a welcoming environment that values all voices and perspectives and weaves the values of inclusivity and belonging throughout the culture.
- **Empower Leaders for Culture-Building.** The opportunity for individual well-being is greatly enhanced if institutional leaders value and promote policies and practices that support individual wellness and resilience. Alumni will learn from leaders and institutions that exhibit a commitment to flourishing.

Alumni will leave Phase V with a toolbox of resources to use at their home institutions.

Thursday, Feb. 6

6:00 – 8:00 p.m. **Registration and Welcome Reception**
Terrace Ballroom

Friday, Feb. 7

8:00 – 9:00 a.m. **Breakfast**
Riverside Hearth

9:00 – 9:30 a.m. **Overview of Phase V 2025 and Group Activity**
Bacon

9:30 – 10:45 a.m. **Session 1. Leading in the Flow of Work**

Session facilitated by Mr. Paul Gimenez of the [Mentora Institute](#) based on the work of its founder, Dr. Hitendra Wadhwa, and author of *Inner Mastery, Outer Impact, How Your Five Core Energies Hold the Key to Success* (Hachette, 2022).

Learning Objectives

- Assess personal well-being and develop self-care strategies to foster individual and institutional resilience.
- Activate five core energies (purpose, wisdom, growth, love, self-realization) to reach peak performance as a leader.
- Develop practices to build an inclusive culture that values all voices and perspectives.

CE Credits: 2.5

10:45 – 11:00 a.m. **Break**
North Kiosk

11:00 a.m. – noon **Leading in the Flow of Work (continued)**

12:15 – 1:00 p.m. **Lunch**
Riverside Hearth

1:00 – 2:00 p.m. **Session 2. ADEA Initiatives to Attract, Retain and Develop Future Leaders: Update and Discussion**

Presenter: Sonya Smith, Ed.D., J.D., M.Ed., M.A., Chief Operating Officer and Chief of Staff, ADEA

Learning Objectives

- Discuss how ADEA fosters an inclusive culture within the education community that supports the recruitment and retention of faculty and staff.
- Develop the means of facilitating the professional development of faculty and staff across all career stages.

2025 ADEA Leadership Institute Phase V Agenda

- Create the promotion of broad, inclusive leadership and succession planning across the continuum of oral health education.

CE Credits: 1.0

2:00 – 2:30 p.m.

Break
North Kiosk

2:30 – 4:00 p.m.

Team Building
Terrace Ballroom

4:00 – 4:15 p.m.

Concluding Observations and Adjourn

Dinner on your own

Saturday, Feb. 8

8:00 – 8:45 a.m.

Breakfast
Riverside Hearth

8:45 – 10:15 a.m.

Session 3. How Leaders Build a Welcoming Culture
Bacon

Presenters:

Shawn S. Adibi, D.D.S., M.Ed., Professor, Department of General Practice and Dental Public Health, UTHealth Houston School of Dentistry

John A. Valenza, D.D.S., Dean, UTHealth Houston School of Dentistry

Learning Objectives

- Develop strategies for fostering a humanistic environment, cultural competency, and sense of belonging
- Create and implement unbiased policies and practices that accommodate all leadership styles and methodologies
- Evaluate the effectiveness of their efforts to build a welcoming environment

CE Credits: 1.5

10:15 – 10:30 a.m.

Break
North Kiosk

10:45 a.m. – noon

Session 4. Leadership Strategies to Build Resiliency and Overcome Workplace Stress

Presenters:

Fotinos (Foti) Panagakos, D.M.D., FAGD, Ph.D., Dean, Pacific Northwest University of Health Sciences School of Dental Medicine

Ronni Schnell, D.M.D., M.A.G.D., Clinical Professor & Director
Predoctoral Removable Prosthodontics, Boston University Henry M.
Goldman School of Dental Medicine

Learning Objectives

- Enhance self-awareness and develop a positive mindset to overcome common challenges faced by faculty and leaders
- Develop a personal resilience plan to navigate future workplace stressors
- Prioritize the needs of faculty, students, and staff while maintaining the institution's overall mission and vision

CE Credits: 1.25

12:15 – 1:00 p.m.

Lunch
Riverside Hearth

1:00 – 2:15 p.m.

Session 5. Peer Group Coaching

2:15 – 2:45 p.m.

LIAA Business Meeting, Annual Session Updates, and Ideas for Phase V 2026

2:45 p.m.

Adjourn. Free Afternoon (suggested activities for individuals and groups will be provided)

6:30 – 8:30 p.m.

Celebrating 10 Years of Phase V Programs: Reception and Dinner
Echelon Wine Bar

Alumni are strongly encouraged to stay through the evening activities and depart on Sunday, Feb. 9.

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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.

Presenters:

Shawn S. Adibi, D.D.S., M.Ed., Professor, Department of General Practice and Dental Public Health, UTHealth Houston School of Dentistry

Dr. Adibi earned a D.D.S. degree from the University of Oklahoma in 1993. He maintained a private practice in Oklahoma City and the Edmond area for many years. He moved to Houston in 2001 and joined the faculty of UTHealth Houston School of Dentistry in 2005. In 2012, he earned a master's degree in education (M.Ed.), curriculum and instruction in health science education from the University of Houston.

Dr. Adibi served as a provider for the Harris County Hospital District from 2002-04 and, as a member of the National Health Service Corps, received recognition for treating America's underserved communities.

Dr. Adibi is a tenured professor in the Department of General Practice and Dental Public Health, where he teaches and mentors all levels of dental students, and researches in area of temporomandibular disorders, orofacial pain, and oral health risk assessment. He is an academic fellow of the American Academy of Oral Medicine (FAAOM) and completed the Health Educators Fellowship Program at UTHealth Houston.

Paul Gimenez, M.A., Head of Diversity & Inclusion Practices, Faculty, Mentora Institute

Mr. Gimenez leads Mentora's diversity practices, which help organizations develop and deploy evidence-based, people-centric learning and culture change initiatives that advance and promote diverse and inclusive cultures of belonging.

With roots in neuroscience and psychology research—including stints at the Center for Interdisciplinary Brain Research (Stanford School of Medicine), brainLENS (University of California, San Francisco), and the Loss, Trauma, and Emotion Lab (Teacher's College, Columbia University)—Mr. Gimenez is a speaker, coach, teacher and trusted advisor to executives who are determined to unlock their individual and collective potential through the translation and application of 21st-century science.

He has served as the Head of Diversity, Inclusion, and Belonging at Guitar Center Company and supported innovative professional services firms—including the NeuroLeadership Institute, Minority Corporate Counsel Association (MCCA), and The Design Gym—where he supported organizations in the strategy, design and execution of cutting-edge learning, leadership, culture, and diversity and inclusion strategies, practices, programs, and policies. In addition to his work in applied human sciences, Mr. Gimenez also co-founded the nonprofit 100 For All, a charity dedicated to helping people build healthier, environmentally conscious communities.

Fotinos (Foti) Panagakos, D.M.D., Ph.D., Dean, Pacific Northwest University of Health Sciences School of Dental Medicine

Dr. Panagakos received his D.M.D. from the University of Medicine and Dentistry of New Jersey (UMDNJ) Dental School (now Rutgers School of Dental Medicine) and his Ph.D. in Biochemistry and Molecular Biology from UMDNJ-Graduate School of Biomedical Sciences (now the Rutgers Graduate School of Biomedical Sciences) in 1992. In 1999, he received his Master's in Education from Seton Hall University and in 2007 he received his Master's in Business Administration from Lehigh University.

He was commissioned in 1986 as a Second Lieutenant and served for 13 years in the New Jersey Army National Guard and Army Reserve, departing as a Major in 1999.

From 1993 until 2005, he served as a full-time faculty member at UMDNJ Dental School in a number of administrative and academic positions and maintained a private dental practice. From June 2005 until November 2017, Dr. Panagakos served in several roles with increasing responsibility at the Colgate-Palmolive Company, where he focused on clinical research, scientific affairs, key thought leader management and interfacing with the external professional and consumer communities. In November 2017, he joined Geistlich Pharma, North America, as Vice President, Scientific and Clinical Affairs, based in Princeton, NJ.

He joined the West Virginia University School of Dentistry in August 2018 as the Associate Dean for Research. From July 2020 until May 2021, Dr. Panagakos served as the Interim Dean. In January 2022, he assumed responsibility and oversight of the postdoctoral programs at the school. In March 2022, Pacific Northwest University of Health Sciences School of Dental Medicine named Dr. Panagakos its Founding Dean.

Dr. Panagakos is the co-author of over 88 peer-reviewed scientific research articles and is the co-editor of three dental science textbooks. His areas of interest include the role of inflammation in oral and overall health, the impact of nutrition on oral health and wellness, and the effects of enhanced oral health benefits through Medicaid and Medicare on wellness and socioeconomic measures among rural and underserved adults.

Ronni Schnell, D.M.D., M.A.G.D., Clinical Professor & Director Predoctoral Removable Prosthodontics, Boston University Henry M. Goldman School of Dental Medicine

Dr. Schnell has worked in the higher education industry for more than 40 years. She is skilled in digital dentures, complete and removable partial dentures, implant retained restorations, dental photography, course development, and public speaking.

Dr. Schnell received her Mastership and two Lifelong Learning and Service Recognition Awards from the Academy of General Dentistry. She is a Fellow of the International and American College of Dentists, member of the American Dental Association and the American College of Prosthodontists. Also, she maintains a private practice in Medford, MA.

John A. Valenza, D.D.S., FAGD, Dean, UTHealth Houston School of Dentistry

Dr. Valenza is a Houston native who attended the University of Texas at Austin before enrolling at the UTHealth School of Dentistry (UTSD), where he graduated in 1981. He completed a general practice residency (GPR) at the University of Tennessee Memorial Hospital and practiced full time in the Nashville, TN area from 1982-87 while also serving part-time on the faculty of Meharry Medical College School of Dentistry.

In 1987, Dr. Valenza was appointed to the full-time faculty at UTSD, where he initiated the school's GPR program. In 1996, he was named associate dean for patient care, a position he held until 2004. Dr. Valenza served as UTSD's executive associate dean from 2004 to 2009 and was directly responsible for several initiatives, such as starting a faculty practice, developing a clinical simulation clinic and converting to electronic patient records and digital radiography. He later led the design, planning, construction and move to a new, 314,000-square-foot building and conference center to replace the School of Dentistry's 1955 facility. The new building was completed in 2012.

Dr. Valenza was appointed Dean on June 1, 2011, after serving two years as Interim Dean and holds the William N. Finnegan III Distinguished Professorship in the Dental Sciences.

Sonya G. Smith, Ed.D., J.D., M.Ed., M.A., Chief Operating Officer (COO), Chief of Staff (COS), American Dental Education Association (ADEA)

As the ADEA COO/COS, Dr. Smith is second in command and acts on behalf of the ADEA President and CEO in their absence, leads the day-to-day operations and works collaboratively with ADEA senior leadership to monitor and ensure practices, policies, procedures, resources and initiatives are in place to support a highly effective and focused management strategy. This includes monitoring and implementing activities and innovations to promote continuous fiscal and organizational accountability and build a culture that fosters a high performance, results-oriented team to maximize ADEA's mission and serve its stakeholders.

Having served previously as the ADEA Chief Diversity Officer, Dr. Smith led efforts to promote diversity, access, equity, justice, belongingness and inclusion in oral health education and the academic health professions. These efforts included developing ADEA's first access, diversity, and inclusion strategic framework; the inaugural faculty diversity toolkit; the inaugural dental education-wide climate assessment; and health equity resources to support historically underserved communities and marginalized populations. Dr. Smith also served as Associate Vice Chancellor for Student Affairs & Enrollment Services at the University of Tennessee Health Science Center and worked at the University of Nebraska Medical Center (UNMC) as the Associate Vice Chancellor for Academic Affairs/Chief Student Affairs Officer and Associate Professor of Health Services Research Administration in the College of Public Health. Prior to UNMC, she was the Associate to the President and Assistant Vice President of Academic Affairs for Diversity at the University of Nebraska System. Dr. Smith's other professional experiences include serving as a Public Policy Consultant for the Office of the General Counsel - Tennessee Department of Finance and Administration, Tennessee Department of Health - General Counsel's Office, and the TennCare Bureau in the areas of health care policy, compliance, health inequities, legislation and access issues related to underrepresented and underserved populations.

Dr. Smith has published on women in global health leadership, academic freedom and free speech, diversifying the health professions, legal challenges to campus equal opportunity programs, and reducing health disparities. She has served on numerous national committees and served two terms as the Vice Chair, Health Law Section, Diversity Committee for the American Bar Association. Her work also includes serving as a co-principal investigator for the national Summer Health Professions Education Program (formerly known as SMDEP).

Dr. Smith holds a B.S. in History, M.Ed. in Curriculum & Instruction, and an Ed.S. in Administration & Supervision from Middle Tennessee State University. She received her doctorate in Higher Education Administration and J.D. from Vanderbilt University and completed a certificate in international law at the Tulane University Institute of European Legal Studies in Paris, France. Dr. Smith completed her M.A. in Global Affairs and Management at the Arizona State University Thunderbird School of Global Management. Her other certifications include Title IX Hearing Officer, Cornell University Diversity and Inclusion; and Civil Rights Investigator.