



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

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**

Friday, Feb. 7

8:00 – 9:00 a.m. **Breakfast**

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

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: 2.25

10:45 – 11:00 a.m. **Break**

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

Noon – 1:00 p.m. **Peer Group Discussion and Application**

2:00 – 2:15 p.m. **Break**

2:15 – 3:45 p.m. **Session 2. How Leaders Build a Welcoming Culture**

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

3:45 – 4:00 p.m.

Concluding Observations

Dinner on your own

Saturday, Feb. 8

8:00 – 9:00 a.m.

Breakfast

9:00 – 9:30 a.m.

Team-building Exercise

9:30 – 10:30 a.m.

Session 3. ADEA Initiatives to Attract, Retain and Develop Future Leaders: Update and Discussion

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

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

CE Credits: 1.0

10:30 – 10:45 a.m.

Break

10:45 a.m. – 12:15 p.m.

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., MAGD, Clinical Professor of General Dentistry, 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: 1.5

12:15 – 1:00 p.m.

Lunch

1:00 – 2:15 p.m.

Session 5. Peer Group Coaching

2:15 – 2:45 p.m.

LIAA Annual Session Updates and Ideas for Phase V 2026

2:45 p.m.

Organized Afternoon Activity (TBD)

Free afternoon

6:30 – 9:00 p.m.

Celebrating 10 Years of Phase V Programs: Reception and Dinner

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

The American Dental Education Association is an ADA CERP Recognized Provider

ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. Concerns or complaints about a CE provider may be directed to the provider or to the **Commission for Continuing Education Provider Recognition** at CCEPR.ada.org.



The American Dental Education Association designates this activity for 5.25 continuing education credits.

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, 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 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 (UCSF), 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, 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 UMDNJ-New Jersey Dental School (now Rutgers University School of Dental Medicine) and his Ph.D. in Biochemistry and Molecular Biology from UMDNJ-Graduate School of Biomedical Sciences (now the Rutgers University Graduate School of Biomedical Sciences) in 1992. In 1999, he received his M.Ed. from Seton Hall University and in 2007 he received his M.B.A. from Lehigh University.

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

From 1993 until 2005, he was a full-time faculty member at NJ 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 of General Dentistry, 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, distinguished teaching professor in the Department of General Practice and Dental Public Health, was appointed dean on June 1, 2011 by Giuseppe Colasurdo, M.D., president of the University of Texas Health Science Center at Houston (UTHealth). Dr. Valenza holds the William N. Finnegan III Distinguished Professorship in the Dental Sciences.

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 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, he was appointed to the full-time faculty at UTSD (then known as the UT Dental Branch), where he initiated the award-winning General Practice Residency program with Memorial Hermann Hospital, serving as the program's director until 1996. From 1994-96, he also served as director of Advanced Education and Extramural Affairs.

Karen P. West, D.M.D., M.P.H., President and CEO, American Dental Education Association

Dr. West is a 1982 graduate of the University of Louisville School of Dentistry where she received her D.M.D. degree, and a 1992 graduate of the University of South Carolina School of Public Health where she received her M.P.H. degree in health administration.

She completed a general practice residency at the Medical College of Georgia and a medical management certificate program at the University of Kentucky College of Business, and she was a 1999 ELAM fellow. Dr. West was in private practice in Kentucky before joining the academic ranks at the Medical College of Georgia, where she taught in the community dentistry department and was the director of the Children and Youth Dental Clinic.

She was a faculty member at the University of Kentucky College of Dentistry, serving first as a clinical team leader, then for nine years as associate dean for academic affairs before moving to Las Vegas in April 2007 to become dean of the University of Nevada, Las Vegas, School of Dental Medicine. Dr. West is a former president of SELAM and has been involved in both educational research and women's health research.

Her appointment as President and CEO of the American Dental Education Association took effect on July 1, 2019.