



**ADEA Allied Dental Faculty
Leadership Development Program**

**August 6–9, 2025
ADEA Headquarters
Washington, DC**

Leadership Development Through Self-reflection and Inspiration

The ADEA Allied Dental Faculty Leadership Development Program is designed for faculty and program directors in dental assisting, dental hygiene, dental laboratory technology and dental therapy programs with the potential to make significant contributions to allied dental education. The program provides participants with a unique opportunity to assess their current leadership skills and build on them while developing relationships with a small group of participants facilitated by an advisor. This empowering program provides individual coaching, mentoring and creates an outstanding network of colleagues.

Learning Objectives

Upon completion of this program, the participant will be able to:

- Develop and assess leadership competencies to prepare for leadership opportunities in allied dental education.
- Implement vision and values in relationship to long- and short-term goals.
- Examine legal and ethical issues surrounding faculty and staff issues and student rights and protections, including the use of artificial intelligence.
- Analyze various individual assessment tools to develop personal leadership styles.
- Develop additional skills in work-life integration, wellness and resiliency, and trauma informed leadership.
- Analyze leadership roles when relating to diversity and equity issues.
- Discuss the importance of mentoring and professional networks.

Wednesday, August 6

7:30 – 8:00 a.m.

Registration

8:00 – 8:30 a.m.

Welcome

Meet peer groups and advisors; introduction and orientation to the program; and overview of roles of advisors and peers.

ADEA Staff

Rebecca L. Stolberg, RDH, M.S.D.H.
ADEA Vice President, Allied Dental Education and Faculty
Development

Erin Sigmon
Program Manager

Donna Casimier
Meetings Manager

Advisors

Harold Jennings Jr., RDH, M.A.
Plaza College, NY

Susan H. Kass, RDH, Ed.D.
Miami Dade College, FL

Denise McKinney, RDH, M.S., Ph.D.
Old Dominion University, VA

Joanne M. Pacheco, RDH, M.A.O.B.
Fresno City College, CA

8:30 – 9:00 a.m.

Participant Brief Introductions

9:00 – 9:30 a.m.

Group Introductions/Get to Know

9:30 – 10:30 a.m.

Leveraging Strengths for Leadership and Collaboration in Allied Dental Professions

Joanne Pacheco, RDH, M.A.O.B.

This interactive presentation invites allied dental professionals to explore their personal and collective strengths using the *CliftonStrengths* assessment. Through reflective and forward-thinking activities, participants will identify how their unique talents have influenced past successes, how they shape present decisions, and how they can be applied to achieve future goals. Emphasis will be placed on fostering a strengths-based environment to enhance team collaboration, build trust, and drive innovation in dental education and practice. Participants will leave with actionable strategies to leverage their own strengths while recognizing and utilizing those of their colleagues to create a cohesive, high-performing team.

Learning Objectives

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

- Evaluate their top CliftonStrengths to identify how these talents have contributed to their personal achievements and leadership roles in dental education and practice.
- Apply their understanding of personal and colleagues' strengths to improve communication, foster trust and promote a team-oriented approach within their departments or organizations.
- Develop a forward-focused plan to align their strengths with future leadership opportunities and team goals, fostering a culture of innovation and collaboration in allied dental professions

	CE Credits: 1.0
10:30 – 10:45 a.m.	Break
10:45 – 11:30 a.m.	Building a Strengths-based Environment for Team Cohesion (continued)
	CE Credits: 0.75
11:30 a.m. – noon	Reflection in Groups
	CE Credits: 0.50
Noon – 1:00 p.m.	Lunch
1:00 – 2:30 p.m.	The Culturally and Trauma-informed Leader
	Harold Jennings Jr., RDH, M.A.
	<p>This presentation integrates trauma-informed care principles with allied dental education and practice. It introduces the foundational concepts of trauma-informed care, examining its connection to mindfulness, emotional intelligence and pedagogy. The session will also provide practical strategies for applying trauma-informed approaches in both clinical and educational settings, aimed at enhancing the learning experience for students and supporting a trauma-sensitive teaching environment.</p>
	<p>Learning Objectives</p> <p>Upon completion of this session, participants will be able to:</p> <ul style="list-style-type: none">• Define and explain the concepts of emotional intelligence, mindfulness, and trauma-informed care in the context of allied dental education and practice.• Identify common causes of trauma, including adverse childhood experiences, minority stress, and stigma, and their impact on students.• Recognize the signs and symptoms of trauma in students.• Implement trauma-informed strategies to support and empower students in both educational and clinical environments.
	CE Credits: 1.5
2:30 – 2:45 p.m.	Break

2:45 – 4:15 p.m.

Leveraging Leadership and Advocacy

Denise McKinney, RDH, M.S., Ph.D.

ADEA Advocacy Staff (TBD)

Understanding the importance and interconnectedness of advocacy at the federal, state, local, institutional and professional levels is essential for a current or future leader in allied dental education. Participants will be apprised of current and proposed policies impacting allied dental education. Additionally, participants will receive resources to enhance advocacy efforts within their allied dental curriculum.

Learning Objectives

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

- Identify resources to integrate advocacy efforts in the allied dental education curriculum.
- Discuss current policies impacting allied dental education and patients' access to care.
- Leverage leadership skills to advocate for or against policies impacting allied dental education at local and state levels, and professional associations.

CE Credits 1.5

4:15 – 5:15 p.m.

Mindmapping Goals and Vision

Susan H. Kass, RDH, Ed.D.

During this session, strategies will be provided to create a visual diagram (a mindmap) of present and future goals and directions, both personal and professional. Designing a vision statement will be addressed as well.

Learning Objectives

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

- Construct a mind map prioritizing future goals in a creative approach.
- Foster their imagination to explore new ideas and opportunities
- Execute outside of the box thinking to enhance personal growth.

CE Credits: 1.0

5:30 – 6:00 p.m.

Networking Reception on Roof

6:00 – 7:00 p.m.

Networking Dinner

Evening Participants should plan and prepare their “mindmaps” for **presentation** to their peer group on Friday afternoon.

Thursday, August 7

7:30 – 8:00 a.m. **Reflection in Groups**

CE Credits: 0.5

8:00 – 10:00 a.m. **The 16 Personalities and Leadership Circle Profile (LCP)**

Jen Lachman, B.A., M.S.
Principal, Lachman Consulting

In this session, participants will gain a greater understanding of their own leadership styles, preferences and behaviors and explore how they can use this heightened self-awareness to strengthen their leadership effectiveness and relationships with others. Participants will complete two assessments prior to the program—16Personalities and Leadership Circle Profile (LCP)—which tap into key aspects of an individual’s personality and preferences, as well as proven leadership competencies in areas such as strategy, communication, decision-making and interpersonal relations. During the session, participants will come together as a supportive learning community to interpret their results and begin to take action on their discoveries.

Learning Objectives

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

- Articulate their leadership styles, preferences, and behaviors based on the results of 16Personalities and LCP assessments, contributing to a deeper understanding of their personal leadership identity.
- Evaluate their strengths and areas for improvement in key leadership competencies based on insights gained from the LCP.
- Identify specific areas for personal and professional growth based on their LCP results and peer interactions, utilizing self-reflection and collaborative feedback.

CE Credits: 2.0

10:00 – 10:15 a.m. **Break**

10:15 a.m. – noon **Leadership Circle Profile (LCP) (continued)**

CE Credits: 1.75

Noon – 1:00 p.m. **Lunch**

1:00 – 2:00 p.m.

Leadership Circle Profile (LCP) Group Discussions and Integration

Jen Lachman, B.A., M.S.

During this session, participants will have an opportunity to discuss with their peers, if they choose, key aspects of their LCP results and gain insight into how they can move forward with personal and professional growth.

Learning Objectives

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

- Engage in collaborative discussions within their advisor groups to share interpretations of their assessment results, fostering an environment of constructive feedback and collective learning.
- Demonstrate the ability to incorporate feedback from peers and facilitators into their personal development strategies, adjusting their approach as needed.
- Identify specific action steps they can take to strengthen their leadership in response to feedback (to be refined further during the remainder of the program and in one-on-one coaching sessions, if desired)

CE Credits: 1.0

2:00 – 2:15 p.m.

Break

2:15 – 3:45 p.m.

Reflection in Groups

CE Credits: 1.5

3:45 – 4:45 p.m.

Artificial Intelligence (AI) Impact on You as a Leader

Rebecca Stolberg, RDH, M.S.

AI is impacting all aspects of our lives. Whether a leader uses AI themselves or not, it's important to have a basic understanding of it along with basic knowledge of current systems being used. This session will focus on an overview of the current landscape of AI in academia from the perspective of leadership, including careful consideration of ethics and liability.

Learning Objectives

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

- Discuss various aspects of AI use in academia.
- Compare and contrast benefits and risks of the use of AI.
- Apply AI in roles of leadership.

CE Credits 1.0

Evening

Dinner on Your Own

Participants should plan and prepare their “mindmaps” for **presentation** to their peer group on Friday afternoon.

Friday, August 8

7:30 – 8:00 a.m.

Reflection in Groups

CE Credits: 0.5

8:00 – 9:00 a.m.

Wellness and Belonging Workshop

Harold Jennings Jr., RDH, M.A.

Denise McKinney, RDH, M.S., Ph.D.

This informative workshop will allow leaders to self-reflect on the importance of belonging and the implications it has on total wellness. Leaders will explore techniques to promote belonging through institutional policies and practices, and curriculum review and development. Participants will be provided with resources to communicate in a culturally competent manner to promote a sense of belonging and the policies that further it within their programs.

Learning Objectives:

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

- Acknowledge the concept of belonging and its connection to wellness.
- Apply culturally inclusive language and communication strategies to promote belonging.
- Promote strategies that integrate interpersonal and institutional belonging in allied dental programs.

CE Credits: 1.0

9:00 – 10:00 a.m.

The Educational and Employment Climate in Allied Dental Education

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.
University of Detroit Mercy, MI

This program examines critical legal and ethical issues in educational and employment contexts. It covers topics such as recruiting, hiring, evaluating and terminating faculty and staff, as well as addressing students’ rights, protections, recommended institutional policies and emerging challenges in higher education.

Learning Objectives

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

- Analyze the legal and ethical implications of recruitment, hiring, evaluation, and termination processes for faculty and staff.

- Evaluate institutional policies designed to protect and uphold students' rights.
- Apply ethical and legal decision-making frameworks to real-world scenarios involving the management of faculty, staff, and students.

CE Credits: 1.0

10:00 – 10:15 a.m.

Break

10:15 – 11:15 a.m.

The Educational and Employment Climate in Allied Dental Education (Continued)

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.

CE Credits: 1.0

11:15 a.m. – noon

Reflection in Groups

CE Credits: 0.75

Noon – 1:00 p.m.

Lunch

1:00 – 2:00 p.m.

Embracing and Supporting Gen Z

Joanne M. Pacheco, RDH, M.A.O.B.

Harold Jennings Jr., RDH, M.A.

This session will focus on understanding the unique characteristics and needs of Generation Z students in allied dental education. Growing up with digital technology as a constant presence and being educated during the quarantine, Generation Z brings unique expectations and challenges to the classroom and clinical settings. This presentation will explore strategies for allied dental educators to effectively engage and support Generation Z, while cultivating a positive, inclusive and professional learning environment.

Learning Objectives

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

- Identify the key characteristics of Generation Z and how these influence their learning preferences and professional expectations.
- Discuss Generation Z's digital expectations and classroom strategies used to integrate technology and multimedia tools into allied dental curriculum.
- Develop practical methods that foster professionalism, career development, and adaptability for Generation Z students.

CE Credits: 1.0

2:00 – 5:00 p.m. **Presentation of Mindmaps**

CE Credits: 3.0

5:00 – 6:00 p.m. **Reception**

6:00 – 8:00 p.m. **Fun Evening Event**

Saturday, August 9

7:30 – 8:45 a.m. **Work-Life Integration Resulting in Wellness and Resiliency**

Susan H. Kass, RDH, Ed.D.

Finding work-life balance in today’s frenetically paced world is no simple task. When your work life and personal lives feel out of sync, stress—along with its harmful effects—can result. This session will address ways to recognize and address ways to use time efficiently to minimize stress and enhance mental health.

Learning Objectives

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

- Describe techniques to reduce stress.
- Select realistic and achievable goals for both work and personal life.
- Recognize the importance of setting boundaries and self-care.

CE Credits: 1.25

8:45 – 9:15 a.m. **Write Letter to Self**

CE Credits: 0.5

9:15 – 9:30 a.m. **Break**

9:30 – 10:30 a.m. **Mentorship and Networking as a Leader**

Joanne M. Pacheco, RDH, M.A.O.B.

This interactive session will focus on mentoring and its importance in the academic setting. Facilitated discussion will include traits of a good mentor, becoming a mentor and developing professional networks.

Learning Objectives

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

- Evaluate and apply effective mentorship strategies to foster professional growth, collaboration and leadership within dental education.

- Integrate mentorship and networking practices to create interdisciplinary partnerships that support innovation and diversity in dental education.
- Identify and utilize opportunities for building meaningful professional connections through ADEA events, committees, and collaborative platforms to advance their academic and career goals.

CE Credits: 1.0

10:30 – 11:00 a.m.

ADEA Connect

Rebecca Stolberg, RDH, M.S.

An overview of the importance of networking using ADEA's Connect communities. Participants will choose a community and make a post to interact with others.

11:00 a.m.

Group Photos

11:30 a.m. – noon

Closing and Graduation

NOTE: Immediately following the program, participants will receive an online program evaluation. This feedback will help planning staff continue to improve the program. Your participation is greatly appreciated.

The next ADEA Allied Dental Faculty Leadership Development Program will take place in August 2027 in Washington, DC. Please encourage fellow colleagues to plan to participate.

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 up to 25 continuing education credits.



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.