

ADA American Dental Association®

Report of ADA Institute for Diversity in Leadership

July 2008

Introduction

The ADA Institute for Diversity in Leadership is very pleased to announce its sixth class of dentists, to begin the program in September 2008:

Dr. Karen Becerra, San Diego, California
Dr. Ruth Bol, Venice, California
Dr. Sheila Dobee, Fremont, California
Dr. Rachel Hogan, Bellingham, Washington
Dr. Virendra Jhaveri, Old Westbury, New York
Dr. Timothy Kinnard, Oklahoma City, Oklahoma
Dr. Lauro Medrano, Brooklyn, New York
Dr. Cesar Otero, Elk Grove Village, Illinois
Dr. Lisandra Soto, Portage, Michigan
Dr. Irene Marron, Miami, Florida
Dr. Kevin Williams, Spartanburg, South Carolina
Dr. Alyssa York, Phoenix, Arizona

The Institute serves dentists who belong to racial, ethnic and/or gender groups that have traditionally been underrepresented in leadership roles. Core to the program's philosophy is that learning to lead is a lifelong process. Through classroom sessions and leadership experiences in their communities, Institute participants gain concepts, skills, confidence and networks that will advance their ongoing growth as leaders. The Institute also encourages alumni to stay involved as advisors to succeeding classes.

The new class will have three sessions at ADA Headquarters during their Institute year -- in September, December and the following September. The sessions will include faculty seminars and time for the participants to discuss their project plans and experiences with each other, faculty and staff. Leading faculty from Northwestern University's Kellogg School of Management and Duke University provide quality small-group education and mentoring (Attachment A). There will also be roundtable discussions with panels of executives from corporate sponsors and with dental leaders from non-profit organizations (Attachment B). A group of dental leaders also serve as advisors and mentors to the class (Attachment C).

Between Chicago sessions, class members can stay in touch with each other, faculty, advisors and staff by conference calls and the special Web forum for the Institute. They can continue to update each other on progress and problems, share ideas and offer encouragement.

Program oversight is provided by the Diversity Committee of the ADA Board of Trustees. For 2007-2008, the Committee's members are: Dr. Ronald Tankersley, chair; Dr. William Calnon; Dr. Raymond Gist; and, Dr. Kenneth Versman. The Committee recommended the new class from a field of 41 applicants, with final approval by the ADA Board of Trustees. In recommending the class, the Committee noted that all of the applicants were highly qualified individuals.

The program is partially supported through generous contributions from several sponsors:

- GlaxoSmithKline, Consumer Healthcare North America
- Procter & Gamble Oral Health
- Henry Schein Dental

All expenses are covered for dentists to take part in the Institute.

Feedback from alumni of the Institute suggests that the new class can look forward to joining a "learning community" of colleagues, faculty, and advisors dedicated to effective leadership for their communities and the profession of dentistry. The following sections provide more information.

Feedback from the Institute Classes

Positive Evaluations of Faculty: University faculty sessions plus the panels of corporate sponsor executives and dental leaders continue to receive positive evaluations from the class. In a telephone conversation about the September and December 2007 Chicago sessions and the Institute overall, one class member commented that "I love it..." and "...it's even a bigger deal than when I first applied."

Longer-Term Value of the Institute Experience: Annually, the ADA surveys alumni about their experiences since the program and about the program itself. The current survey covers each graduating class since 2004, with responses at this point from 61% of the 44 alumni.

A key question in the survey is: "If a colleague were to ask you about leadership programs, would you recommend this program?" All of the responses were "yes."

All also rated the Institute as being "valuable" or "very valuable" in their community leadership roles. Over three-quarters said "very valuable."

Below are comments from several Institute alumni (Attachment D provides a more complete list).

- "I have become involved in many levels of organized dentistry because of the experiences I learned from the program. I have also become a better leader in my organization."
- "I think the program is always ahead of the game and thinking of its alumni."
- "Gave me the tools to improve and the courage to try new things, thank you."
- "The ADA Institute has opened many doors for me."
- "The Kellogg faculty and ADA staff have marked my career and personal life. I have been given the opportunity to be the administrator of the dental department at Miami Children's Hospital at a young age. Every day I use the tools provided to me at the Institute."
- "Thanks to the Institute I feel like I can do anything now...I feel that the sky is the limit and I thank the Institute for guiding me in the right direction."
- Reflecting on her first September session at ADA, one Institute participant wrote: "At the end of that third day, I was happy I did not chicken out. I was thankful to the ADA for making this possible for minority dentists. I would recommend the Institute to all minority dentists who want to enhance their skills as leaders. The ADA is serious in its commitment in providing quality training in leadership by recruiting faculty and mentors who are highly regarded in their field."

Leadership Accomplishments by Current and Past Classes: Among alumni responding to the survey, about 67% indicated leadership involvement with dental societies. Leadership work with other community organizations was reported by 56%.

With component dental societies, Institute alumni report having leadership involvement as:

- component society secretaries;
- board and executive committee members;
- journal editor;
- presidents-elect and presidents; and
- organizer for collaboration with emergency physicians and pediatricians and for special care patient services.

With constituent dental societies, Institute alumni have served through:

- task force for careers in dentistry;
- house of delegates;
- grants committee;
- membership committee chair;
- international dentist committee member and mentor;
- guest-of-the-board program (with regular board meeting participation);

- public relations committees; and
- scientific session committee.

With other professional and community organizations, Institute alumni report involvement as:

- state board of dentistry member;
- specialty society leadership;
- oral health and career orientation days at elementary schools;
- scholarship programs for graduating high school students;
- fundraising for homeless children;
- advocate and organizer for oral health education and access;
- continuing education programs;
- science fair judge;
- mentoring, counseling and job shadowing for high school students;
- preventing methamphetamine abuse among youth;
- Rotary Club volunteer; and
- mothers' health programs.

The current class (2007-08) continues the tradition of addressing important opportunities to serve communities and the profession. Topics span: community oral health education, sealant clinics, connecting Nigerian dental schools with U.S. schools for support, establishing new oral health clinics in Africa, outreach to seniors, new charitable care organization, innovative dental education approaches, service agendas for a local dental leadership group, nutritional school meals and snacks, dental career mentoring for young African-American males, mentoring urban youth, and a new oral health education center to serve area elementary schools.

Engaging with Organized Dentistry. A number of dental societies have responded generously with their time and talent in supporting dentists progressing through their year with the Institute for Diversity in Leadership. The Georgia Dental Association (GDA) and California Dental Association (CDA) serve as two examples.

The Georgia Dental Association has been working closely with Dr. Evis Babo from the current Institute class, as she pursues her Institute leadership project. Dr. Babo's aim is to mobilize the Georgia Dental Diversity Group to undertake key community service projects. Ms. Nelda Greene, associate executive director for GDA, summarizes the experience this way:

"The Georgia Dental Association is enjoying an extremely positive experience and relationship with our Georgia representative in the ADA Diversity Program. Dr. Evis Babo initiated contact with the GDA after her initial meeting at the ADA. Two GDA staff members met with her to assist in her project development. There have been several follow-up meetings and the GDA continues to serve in a mentoring role to her. Since Dr. Babo had virtually no first-hand experiences with organized dentistry prior to her participation in the Diversity Program, the GDA has assisted her with understanding the organizational structure and processes in organized dentistry. So that she could see the leadership process first-hand, she attended the GDA House of Delegates in January and the Board of Trustees meeting in April. In addition she and others in the Diversity Group attended one of the GDA's LAW Day Programs at the state Capitol in February. Dr. Babo has indicated that these experiences have been eye-openers and have demonstrated and confirmed the importance of organized dentistry and member involvement. Dr. Babo has authored two articles that were published in the GDA's monthly journal. The GDA continues to serve as a resource and mentor to her and the Georgia Dental Diversity Group, which is an ancillary organization to the GDA."

The California Dental Association has also strongly enriched the leadership learning experience for California dentists from the Institute classes.

- Dr. Carol Summerhays, president-elect, CDA, has served for several years now as one of the national advisors and mentors to the Institute classes.
- Each year, CDA invites California dentists in the current Institute class to meet with its executive committee. (This has led to working connections with the dentists and CDA programs and resources.)
- Some Institute alumni have been asked to serve as an official Guest of the Board of Trustees, which includes their non-voting participation at the quarterly CDA board meetings, with travel expenses covered by CDA.
- The CDA invited all current California class members and alumni of the Institute for Diversity in Leadership to attend the CDA's 2008 statewide Leadership Education Conference, with all expenses paid. CDA hosted a dinner for the Institute class members with the CDA executive committee and executive director. CDA also arranged for the group to network with component leaders from throughout California.
- A California dentist from the 2006–07 Institute class delivered the invocation at a CDA House of Delegates meeting.
- CDA granted permission for ADA to post a column by its journal editor to the Web forum for the Institute classes.

These are just two strong examples of collaboration and synergy between Institute class members and their dental societies. Examples are typically showcased in ADA's general weekly updates to dental society executive directors across the nation.

Newsletter

Dr. Brian Shue (Institute class of 2004-05) proposed that the Institute begin a newsletter and agreed to serve as editor. He has been joined by an editorial panel that is composed of Institute class members and national advisors:

Dr. Alejandro Aguirre, Class of 2006-07, Plymouth, MN
 Dr. Laetitia Sery, Class of 2007-08, Huntersville, NC
 Dr. Grace Yi-Ying Su, Class of 2006-07, New York, NY
 Dr. Alan L. Felsenfeld, dental educator and mentor, Los Angeles, CA
 Dr. Kathleen Roth, Past President, American Dental Association, West Bend, WI
 Dr. Carol Summerhays, President-Elect, California Dental Association, San Diego, CA

Published several times yearly, the newsletter provides updates on leadership projects underway by current class members, leadership involvement by alumni, and the Institute sessions in Chicago.

A Closing Note

Since its beginning in 2003, the program has evolved through experience, feedback, and suggestions from class members, faculty, national advisors, corporate sponsors, ADA Board members, and other stakeholders. If you would have questions, comments, or suggestions for the program, we would appreciate hearing from you.

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Attachment A
University Faculty for the ADA Institute for Diversity in Leadership

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**Attachment B
December 2007 Roundtable Faculty**

Corporate Sponsor Roundtable:

Dr. Ronald L. Rupp
US Professional Relations
GlaxoSmithKline

Mr. Colin C. Mackenzie
Vice President – Oral Care
GlaxoSmithKline

Mr. Steve Kess
Vice President, Professional Relations
Henry Schein, Inc.

Ms. Michele Penrose
Director of Professional Relations
Henry Schein, Inc

Moderated by:
Dr. James Bramson, executive director
American Dental Association

Non-profit Organization Leadership Roundtable:

Dr. Terry Dickinson
Executive Director
Virginia Dental Association

Dr. James Hupp
Dean
School of Dentistry at the University of Mississippi Medical Center
Chair, Committee on Career Guidance and Diversity Activities, ADA Council on Dental Education and Licensure

Moderated by:
Professor Thomas Prince
Professor of Accounting Information and Management
Professor of Health Industry Management
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Attachment C
National Advisors for the ADA Institute for Diversity in Leadership

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Attachment D
Comments from the April 2008 “Looking Back” Survey of Alumni of the
ADA Institute for Diversity in Leadership

In ADA’s April 2008 survey, Institute alumni offered the following comments on the value of their Institute experience:

- “I have become involved in many levels of organized dentistry because of the experiences I learned from the program. I have also become a better leader in my organization.”
- “I think the program is always ahead of the game and thinking of its alumni.”
- “Gave me the tools to improve and the courage to try new things, thank you.”
- “The Kellogg faculty and ADA staff have marked my career and personal life. I have been given the opportunity to be the administrator of the dental department at Miami Children’s Hospital at a young age. Every day I use the tools provided to me at the Institute.”
- “I think you are all doing a great job and appreciate all the support.”
- “I feel confident that I have a resource in the Institute that I may contact when I need assistance.”
- “I think just knowing that there are so many people available to help is great.”
- “Thanks to the Institute I feel like I can do anything now...I feel that the sky is the limit and I thank the Institute for guiding me in the right direction.”
- “It taught me a lot in terms of communication, motivation, and problem solving.”
- “I believe I have gained leadership skills and helpful contacts and resources that will help me continue to grow in my career.”
- “I am able to use some of the methods learned to be a better businessperson and person in general. Most skills I learned can be used in all parts of my life. Great program.”
- “It enhanced my reasoning and negotiating skills.”
- “It has given me a sense of direction into my private practice and into the undeserved community.”
- “I am a better speaker in front of others. I am able to negotiate a whole lot better. I have learned how to network myself for the future.”
- “The ADA Institute has opened many doors for me.” (separate email communication)
- “The Institute program has been helpful in my work by enhancing my leadership skills; increasing my confidence; providing mentors, support staff, and a host of people with whom to network; and allowing me the distinction of being part of a prestigious group of professionals selected and supported by America’s finest and most recognized association for dentists – the ADA.”
- Reflecting on her first September session at ADA, one Institute participant wrote: “At the end of that third day, I was happy I did not chicken out. I was thankful to the ADA for making this possible for minority dentists. I would recommend the Institute to all minority dentists who want to enhance their skills as leaders. The ADA is serious in its commitment in providing quality training in leadership by recruiting faculty and mentors who are highly regarded in their field.”