

The AAL and ADEA Collaborative Model

Tobias E. Rodriguez, Ph.D. Vice President, AAL



The collaboration between the Academy for Academic Leadership (AAL) and the American Dental Education Association (ADEA) has become dental education's preeminent source for professional development for faculty, staff, and students. While separate entities, AAL and ADEA have collaborated extensively to develop, facilitate, and provide comprehensive programming that supports the needs of dental education.

AAL's relationship with ADEA began when Dr. Karl Haden, the founder and President of AAL, served as the Associate Executive Director and the Director of the Center for Educational Policy and Research at ADEA. In 1998, ADEA (at the time, the American Association of Dental Schools) sponsored a 75th Anniversary Leadership Summit Conference that brought together dental school deans with provosts, presidents, and other senior university administrators. This Summit Conference was the first major initiative of the newly created Center for Educational Policy and Research. Developing future leaders for dental and higher education became one of the Center's early priorities. This priority culminated in the creation of ADEA Leadership Institute in 1999, and the ADEA Allied Dental Faculty Leadership Program in 2003.

In 2005, Dr. Haden left his position at ADEA to found AAL. The organization was established to provide services, support, and professional development to academia, including all of the academic health professions. ADEA retained AAL's services in supporting the association in many of the high quality programs it provides to its members. While AAL has worked with a broad range of clients in higher education, both domestically and internationally, the collaboration with ADEA is now in its 11th year and remains a prominent part of AAL's portfolio.

One example of this collaboration is ADEA's flagship leadership program, the Leadership Institute. The Institute, which is now in its 16th year, is designed for mid-career faculty members who wish to work toward an administrative role or enhance their effectiveness as a leader. The program has over 300 alumni, including many current deans and administrators. The programming provides dental educators with perspectives about oral health policy and legislation, organization and the financing of

higher education. Similar to the Leadership Institute, AAL supports ADEA in facilitating the Summer Program for Emerging Academic Leaders. The program is designed for early career faculty members who have been involved in dental education for less than five years. It focuses on supporting individuals as they develop their careers, both in terms of leadership and career development. To date, 176 faculty and staff have participated in the program, including 13 who have matriculated into the Leadership Institute.

In addition to the ADEA leadership programs, the two organizations collaborate on a series of open-enrollment programs for faculty members. One such program is the ADEA/AAL Institute for Teaching and Learning (ITL). The ITL was initially created in 2006 by AAL to address the teaching needs of early career and transitioning faculty members who were establishing themselves as dental educators. The program focuses on the current and emerging practices in teaching, learning, and assessment. ADEA joined AAL as a sponsor of the ITL in 2007, and to date over 600 faculty members and private practice clinicians have matriculated through the program. A number of dental organizations have provided support to the

ADEA/AAL ITL through scholarships, including the American Academy of Pediatric Dentistry; the American Academy of Periodontology Foundation; the American Association of Endodontists Foundation; the American Association of Oral and Maxillofacial Surgeons; the American Association of Orthodontists; and Colgate-Palmolive Co., and Saudi Arabian Cultural Mission.

Other AAL/ADEA collaborations include the interprofessional programs of Chairs and Academic Administrators Management Program (CAAMP) and the Compass Program for Academic Advancement. CAAMP is a leadership program for midlevel managers in academia. It includes topics on conflict management, leadership, strategic planning, and effective management. Compass is an online career development program for early-career faculty. It focuses on educational research, scholarship, technical writing, and establishing one's career. Collectively, 650 faculty members have completed the programs. Additionally, both AAL and ADEA collaborate on the Institute for Allied Health Educators (IAHE), with exclusive sponsorship by Colgate. The IAHE is an online professional development program focused on the best practices in teaching methodologies. The programming is delivered through live (synchronous) sessions, which are recorded, to allow participants to have flexibility in how and when they are engaged in the sessions.

For the Emerging Leaders, ITL, CAAMP, and Compass programs, AAL and the ADEA Gies Foundation have partnered to provide scholarships through the AAL/ADEA Faculty of Color Tuition Scholarships for Professional Development. For 2016 these scholarships allowed 15 participants (who were ADEA members) to attend the programs for free. In 2017, an additional scholarship will be funded by the ADEA Leadership Institute Phase V to an alumnus or alumna of the Leadership Institute who will participate in CAAMP.

The collaboration between AAL and ADEA extends beyond the creation and facilitation of professional development programming. The two groups also work jointly on various studies focused on the needs of dental

educators, and also collaborate on fostering opportunities that facilitate networking and the exchange of ideas between colleagues. These efforts are not unrelated as the data, program offerings, and networking sessions allow AAL and ADEA to be immersed within the field and create more of an impact for the groups they represent.

For any questions about the programming or studies, please contact AAL's Director of Professional Development, Dr. Felicia Tucker-Lively, or Vice President, Dr. Tobias Rodriguez, or ADEA's Senior Vice President for Professional Development, Dr. Diane Hoelscher.

