



Teaching & Learning Programs



Leadership Programs

PROGRAMS & SERVICES

Consulting Services



Assessment Tools



THE ACADEMY FOR  
ADVANCING LEADERSHIP

ADVANCING HEALTH AND  
HIGHER EDUCATION

# Celebrating Two Decades

Since 2005, AAL has served hundreds of higher education institutions to advance their goals and assisted thousands of faculty and students to advance their careers. Focusing primarily in health professions education, we are committed to promoting global health and well-being through the clients we serve.

AAL is a collaboration comprised of accomplished leaders, scholars, and educators who apply their knowledge and experience to the constantly changing landscape of academic health. We guide institutions as they launch new schools and programs, develop actionable strategic plans, and improve the quality and outcomes of their curricula. Through feasibility studies and workforce projections, we assist organizations and health professions in making informed, evidence-based decisions about the future.

Our professional development programs in teaching and learning change teachers into master educators. AAL's leadership programs, many in partnership with associations and other professional organizations, transform good administrators into exceptional leaders. Scores of deans, department chairs, and other positional leaders are graduates of AAL's programs. Many continue to engage AAL's expertise at their institutions through customized programs, team building, and executive coaching.

If you are new to AAL, this catalog will introduce you to our array of consulting and professional development programs and services. If you are one of our clients, this information will assist you in identifying new opportunities to partner with AAL for your success. I invite you to contact AAL to discover how we can help you or your institution strengthen and advance your unique value and purpose.

Your partner in advancing health and higher education,



**N. Karl Haden, PhD**  
President





# Programs & Services

## Consulting Services

- 6 Mentoring Program Development
- 6 Strategic Planning
- 7 Group Coaching
- 8 Feasibility Studies & New School/Program Development
- 9 Assessment-Based Team Development

## Professional Development

- 10 Chairs & Academic Administrators Management Program (CAAMP)
- 12 Institute for Teaching & Learning (ITL)
- 14 The 9 Virtues of Exceptional Leaders
- 16 Customized Teaching and Learning Programs
- 17 Customized Leadership and Career Advancement Programs

## Partnered Programs

- 18 American Association of Colleges of Osteopathic Medicine (AACOM) Senior Leadership Development Program
- 20 American Dental Education Association (ADEA) Leadership Institute
- 21 American Dental Education Association (ADEA) Emerging Leaders Program
- 22 University of Pennsylvania School of Dental Medicine Fundamentals of Clinical Education (FCE)

## Products

- 24 Assessment Tools

## Resources

- 26 Our Experts
- 31 Testimonials



## Mentoring Program Development

Mentoring programs are an important part of professional development. Improve promotion and retention, faculty satisfaction and development, grant attainment, research publications, and engagement by working with AAL to develop a mentoring program for your school/college.



[aalgroup.org/services/mentoring-program](https://aalgroup.org/services/mentoring-program)

## Strategic Planning

Strategic planning is the process through which an organization envisions its future and develops the necessary strategies and actions to achieve success. AAL's integrated strategic planning model ties together your people—including senior leadership—resources, and an outcomes assessment.



[aalgroup.org/services/strategic-planning](https://aalgroup.org/services/strategic-planning)

“**We are grateful to AAL** and to the knowledgeable and skilled consultants who helped us develop our college-wide mentoring program. AAL took the time to listen to our specific mentoring needs and then worked with us to develop a customized plan to address our needs. The AAL consultants supported us in building a structure for our program and were instrumental in kickstarting our mentor training. Thank you, AAL!”

**Susan Rowan**, Dean;  
**Wendy Cerny**, Director of Faculty Affairs; and  
**Alison Doubleday**, Director of Faculty Development,  
University of Illinois Chicago College of Dentistry



## Group Coaching

AAL offers opportunities for clients to create coaching groups within their organizations. Whether you need to calibrate your emerging leaders' issues or want to provide professional and personal development in fundamental areas of leadership, AAL's group coaching processes are a cost-effective means of enhancing job performance, sharpening employee focus, and improving retention.



[aalgroup.org/services/executive-coaching](https://aalgroup.org/services/executive-coaching)





## Feasibility Studies & New School/ Program Development

AAL specializes in conducting comprehensive feasibility studies to help universities start new health professions programs and schools. With proven methodology and a focus on tailored insights, we guide institutions from concept and actionable plans to initial accreditation, ensuring strategic alignment and sustainable growth. We work directly with a key university liaison, ensuring smooth data collection, scheduling, and communication.

Our process ensures a holistic and evidence-based foundation for decision-making. We gather data on:

- Institutional resources (financial, staffing, facilities).
- Projected operating budgets and pro forma models.
- Partnerships, collaborations, and funding opportunities.
- Benchmarking comparisons against peer and aspirational programs.

Our feasibility study report includes:

- Case statement and strategic plan alignment.
- Health needs assessment and market demand analysis.
- Trends in health professions education.
- Institutional readiness and stakeholder feedback.
- Initial Pro Forma with conservative projections.



[aalgroup.org/new-school-development-2/](https://aalgroup.org/new-school-development-2/)

## Assessment-Based Team Development

Well-researched assessment tools enable leaders at all levels to understand their behaviors related to problem solving, emotional intelligence, and the way they engage with their work environment. AAL conducts team development activities that target areas in need of enhancement and works with the institution to prescribe team performance benchmarks for future measurement and reassessment.



[aalgroup.org/services/assessment-based-team-development](https://aalgroup.org/services/assessment-based-team-development)

### **Dr. Felicia Tucker-Lively** | AAL Vice President





# Professional Development

## Chairs & Academic Administrators Management Program (CAAMP)

The Chairs & Academic Administrators Management Program (CAAMP) offers one-on-one career guidance and the skills necessary to lead and manage academic departments more effectively.

This interprofessional program attracts a multinational audience of new, current, and aspiring administrators--from program directors and chairs to deans. CAAMP provides leadership development through presentations, group discussions, case studies, role-playing, and interactive exercises. Participants will master a variety of skills, strengthen their leadership and management competencies, receive personal insights from CAAMP instructors, and learn about themselves and their abilities through a series of online and onsite assessments. By the conclusion of the program, participants will have developed action plans to implement the career advice they received and start using the lessons from CAAMP at their home institutions.

The 3-day CAAMP features these topics among others:

- Virtuous leadership
- Strategic planning and execution
- Academic legal issues
- Budgeting and finances
- Building high performance teams
- Professional assessment of leadership competencies
- Conflict management
- Communication skills and interpersonal interactions
- Creating a climate of civility and respect
- Navigating personal and professional boundaries
- Transitioning into a leadership role
- Managing up the administrative ladder



“ I highly recommend the CAAMP program. It is a great investment towards developing your personal leadership skills. ”

**Dr. Tamika Julien** | Senior Lecturer,  
Women's Health Nurse Practitioner Specialty Director,  
Yale School of Nursing



[aalgroup.org/caamp](http://aalgroup.org/caamp)

## Institute for Teaching and Learning (ITL)

Created for early- and mid-career faculty, and private practice professionals who are interested in a new career in academics, the Institute for Teaching & Learning (ITL) is a premier program for educators.

The ITL program goal is to help participants refine teaching skills that will enhance the quality of their interactions with students and develop other skills to facilitate confidence, job satisfaction, and professional growth in the academic environment. ITL participants learn to become master teachers during a four-day program, which includes access to the Fundamentals of Clinical Education online course that offers dental CE credits.

The curriculum features these topics among others:

- Assessment of students' learning outcomes
- Working productively with students facing challenges
- Critical thinking and evidence-based decision making
- Academic integrity and ethical issues
- Clinical and classroom teaching strategies
- Calibrating skill-based performance
- Course planning and instructional design
- Creating a personal teaching philosophy to promote learning
- Using active and blended learning techniques
- Fostering student learning that reinforces diversity, equity, inclusive, belonging, and social justice
- Assessing student competency
- Developing student scholarship



[aalgroup.org/itl](http://aalgroup.org/itl)

“ I found the ITL program to be very **informative and relevant** to dental education. It allowed me to reflect on current practices and delivered some new ideas to make the learning environment inclusive and collaborative! ”

**Prof. Twyla Rader** | Clinical Assistant Professor,  
Indiana University, School of Dentistry

## The 9 Virtues of Exceptional Leaders

Everyone has the inborn capacity to lead—it is only a matter of unlocking that potential. *The 9 Virtues of Exceptional Leaders* and its follow-up, *31 Days with the Virtues*, enables you to do just that: build on your natural ability and nurture your leadership habits through specific behaviors.

Throughout the book, the authors examine these habits and behaviors in detail and align them with The Nine Virtues: Humility, Honesty, Courage, Perseverance, Hope, Charity, Balance, Wisdom, and Justice. In addition, "homework exercises" at the end of each chapter of *The 9 Virtues* and on nearly every page of *31 Days*—practical suggestions for developing the virtues—show you how to unlock your leadership potential and become the leader you were meant to be.

Below are some of the popular options for virtues-based development. AAL can also customize a program especially for your organization.

### **Three-day, onsite leadership training**

AAL will come to your site and work with members of your staff for three full days, covering the principles of virtues-based leadership; the relationship among ethics, values, and The Nine Virtues; the importance of lifelong learning; the role of leaders in promoting a virtues-based organizational culture; and much more.

### **Three-day executive leadership retreat (open enrollment)**

AAL also offers its three-day executive leadership program in a relaxing retreat location. This program is aimed specifically at upper-level organizational leaders and can be tailored to any organization.

### **One-day, onsite leadership program**

This full-day program will show attendees how they can develop each of The Nine Virtues and incorporate them into their daily lives as leaders.

### **Half-day, onsite leadership program**

This half-day program is designed to introduce upper-level managers to the fundamentals of virtues-based leadership and the leader's role in promoting a virtuous organizational culture.

### **60–90 minute presentation**

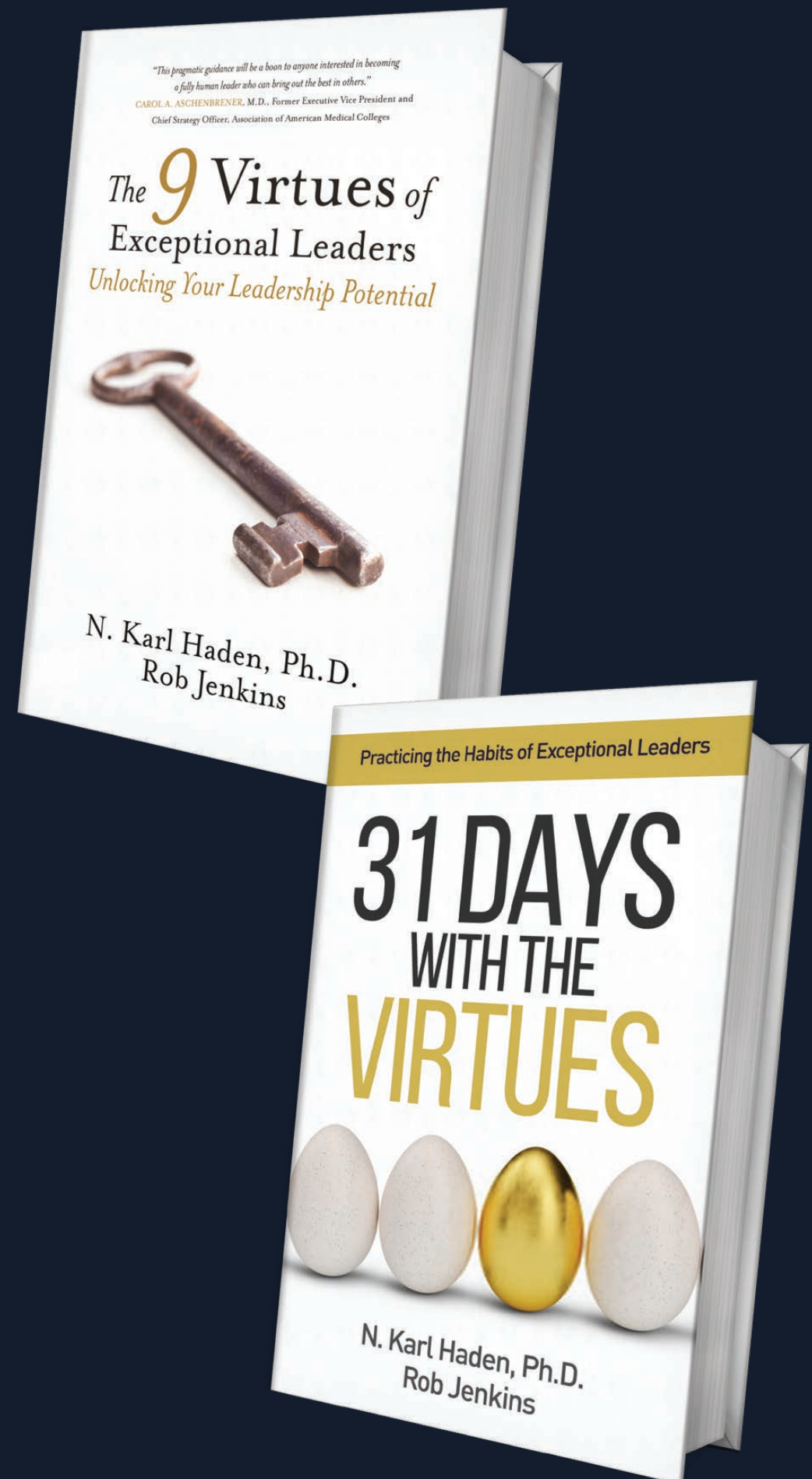
This introduction to The Nine Virtues is ideal for organizations that wish to incorporate virtues-based leadership development into a larger program, such as a staff development day.

### **20–30 minute keynote address**

The authors of *The 9 Virtues*, Dr. Karl Haden and Prof. Rob Jenkins, are available to deliver a 20-30 minute keynote address at meetings, conferences, and other functions.



[aalgroup.org/9-virtues](http://aalgroup.org/9-virtues)





## Customized Teaching and Learning Programs

AAL offers the following single-topic courses in teaching and learning, which can be presented as half- or full-day onsite programs or as online programs:

- Academic Integrity
- Assessing Comprehension with Written Tests
- Assessing Students' Progress toward Clinical Competency
- Clinical Teaching Best Practices
- Competency-based Education
- Constructing Case-based Assessments
- Course Planning and Instructional Design
- Curriculum Design and Management
- Developing a Teaching Philosophy
- Evidence-based Decision Making
- The Generational Mix in Academic Health Professions Education
- Giving and Receiving Feedback to Enhance Clinical Competency
- Interprofessional Collaboration for Patient Care
- Portfolios for Assessment
- Professionalism and Ethics
- Promoting Students' Critical Thinking
- Student Motivation, Civility, and Classroom Management
- Teaching Effectively in the Classroom
- Teaching Effectively Online
- Motivational Interviewing for Patient Education and Risk Assessment
- Teaching Psychomotor Skills
- Using Case-based/Problem-based Learning to Enrich the Curriculum
- Working Effectively with Challenging Students



[aalgroup.org/services/customized-programs](http://aalgroup.org/services/customized-programs)

## Customized Leadership and Career Advancement Programs

AAL offers the following single-topic courses in leadership development and career advancement, which can be presented as half- or full-day onsite programs or as online programs:

- Assessment for Leadership Development
- Building and Leading High Performance Teams
- Career Planning
- Change Management
- Collaborative Negotiation
- Conducting Successful Meetings
- Conflict Management
- Critical Thinking
- CV Writing
- Emotionally Intelligent Leadership
- Faculty Calibration and Motivation
- Fundraising and Alumni Relations
- Gender and Leadership
- Giving and Receiving Feedback
- Grant Writing
- Inclusive Leadership
- Job Search: Interviewing and Negotiating
- Leadership Development and Practical Applications
- Legal Issues in the Educational Environment
- Making Quality Decisions and Qualities of Good Decision Makers
- Managing New Tasks and New Challenges: The First 90 Days
- Optimizing Mentoring Relationships
- Performance Appraisals
- Recruiting, Retaining, and Developing Faculty
- Reframing Leadership
- Scholarship, Research, and Publishing
- Strategic Planning
- Strategic Budgeting
- Stress Management
- Student Leadership
- Team Emotional and Social Intelligence
- Time Management
- Transitioning to Management
- Well-being and Resilience
- Working Effectively with Senior Administrators
- Writing Reviewer-friendly Manuscripts



[aalgroup.org/services/customized-programs](http://aalgroup.org/services/customized-programs)

# Partnered Programs



## *American Association of Colleges of Osteopathic Medicine (AACOM) Senior Leadership Development Program*

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AACOM began offering the Senior Leadership Development Program (SLDP) in 2017, in partnership with AAL, to meet the needs of today's emerging leaders in colleges of osteopathic medicine (COM). Unlike general leadership programs, the SLDP curriculum is based on extensive feedback from nearly 250 COM chairs, associate deans and directors as well as 30 COM deans. Each year, we revise the program based on evaluations and input from senior COM leaders. Our expanded core curriculum is now paired with tracks so attendees can make the most of the experience.

The structure of the AACOM SLDP provides a unique opportunity for one-on-one and group engagement with experienced COM deans who serve as mentors. Small and highly interactive, the SLDP fosters learning and networking with colleagues from institutions across the country. The SLDP concludes with a capstone project that requires teams to research a critical issue facing COMs. The project outcome is a presentation at a national conference or manuscript and publication, pending peer review, from which all osteopathic medical education professionals can benefit.

As of 2024:

- 69% COM locations have participated in the SLDP
- 36% of SLDP graduates have been promoted
- 46% of current deans are SLDP graduates



[bit.ly/AACOM](https://bit.ly/AACOM)





## *American Dental Education Association (ADEA) Leadership Institute*

The ADEA Leadership Institute is a yearlong program designed in collaboration with AAL to develop the most promising individuals at academic dental institutions to become future leaders in dental and higher education.

As the flagship program for exceptional mid-career faculty and administrators, the ADEA Leadership Institute goes well beyond standard professional development. Fellows who have graduated from the Institute hold positions ranging from department chairs, assistant and associate deans, and deans to senior university administrators.

In addition to an orientation at the ADEA Annual Session & Exhibition, there are four phases throughout the year at different locations in the US:

### ***Phase I***

Personal and Interpersonal Competencies for Leadership

### ***Phase II***

Legislative Workshop in Washington, DC

### ***Phase III***

Administrative Competencies for Leadership

### ***Phase IV***

Integration at the next ADEA Annual Session & Exhibition



[bit.ly/ADEALead](https://bit.ly/ADEALead)

## *American Dental Education Association (ADEA) Emerging Leaders Program*

The ADEA Emerging Leaders Program is designed to provide early-career faculty showing great promise as potential leaders the guidance, insight and skills needed to build an academic career.

During the meeting, fellows will engage with senior leaders in dental education and work in peer groups to discuss leadership development and other essential subjects in academic dentistry.

Fellows will interact with their peer groups and advisors throughout the year as they develop research projects that highlight emerging trends and initiatives within academic dentistry, the profession as a whole and at ADEA member institutions specifically. The year-long program culminates with peer group presentations of their research findings during a dedicated session at the ADEA Annual Session & Exhibition.

Following this dynamic professional development retreat, you will be able to:

- **Discuss** current topics and trends in academic dentistry.
- **Expand** your professional network of colleagues and mentors across the country.
- **Create** a career plan focusing on activities that will build your professional capacities.
- **Assess and develop** leadership competencies to prepare for future opportunities within your institution and within ADEA.



[adea.org/emergingleaders](https://adea.org/emergingleaders)

AMERICAN DENTAL EDUCATION ASSOCIATION

ADEA  
LEADERSHIP  
INSTITUTE

ADEA  
Emerging Leaders  
PROGRAM  
A dynamic professional development event for early-career faculty

BUILD YOUR ACADEMIC CAREER!



FUNDAMENTALS OF CLINICAL EDUCATION

## Fundamentals of Clinical Education (FCE) Program

The Fundamentals of Clinical Education (FCE) is your resource for onboarding new clinical faculty. Equip your new and transitioning clinical faculty with the right tools to succeed as educators in dentistry, dental hygiene, and dental assisting with the FCE online, self-paced program.

Calibrating clinical faculty is essential to providing a quality education to students. However, we understand how challenging it can be to support the development of your new or part-time faculty. AAL has partnered with the University of Pennsylvania School of Dental Medicine to develop the FCE to help your team find creative ways to:

- Provide consistent instruction and feedback to students
- Promote fairness and transparency in assessment methods
- Improve consistency of student learning and outcomes
- Create quality educational experiences for students that can be replicated

The FCE will help support your clinical faculty development and ensure teaching mastery and comprehensive student outcomes. Distilling decades of experience in clinical educator training, the FCE covers:

- Effective student and patient communication
- Clinical teaching skills
- Student motivation techniques
- Working with challenging students
- Best practices for effective feedback
- Cultural competencies and inclusion
- Understanding the Commission on Dental Accreditation (CODA)

Annual subscriptions with unlimited enrollment are available for dental schools and dental hygiene and assisting programs, and individual user rates are available too.



[aalgroup.org/fce](http://aalgroup.org/fce)





# Products

## Assessment Tools

AAL offers a variety of 360° multi-rater and self-assessment tools to improve leadership, team behaviors, and job performance:

### Leadership Practices Inventory

This bestselling 360° instrument measures the frequency of 30 behaviors that leaders exhibit when performing at their best.

### Myers-Brigg Type Indicator

The ever-popular self-report questionnaire indicates differing psychological preferences in how people perceive the world and make decisions.

### TTI Behavioral Team Report

Based on DiSC, this six-section summary allows you to combine multiple individual team members' results into a collective report.

### DISC Certification

Explore ways DISC can be utilized to address developmental opportunities and build expertise in interpreting results for increased application within organizations.

### TTI Prioritized Leader Assessment and Complete Package

This framework brings clarity, focus, alignment, and traction to your leadership by aligning your priorities with those of your organization.

### TTI TriMetrix EQ Assessment Package

Combining three assessments to explore behavioral style, personal motivators, and emotional intelligence, this tool improves communication and performance.



[aalgroup.org/products](http://aalgroup.org/products)



# Our Experts

## ***N. Karl Haden, PhD***



Dr. Haden is the founder and President of AAL. His consultation and faculty development activities have included clients from across the academic health professions. Dr. Haden's areas of expertise include leadership development, organizational change, team building, strategic planning, curriculum development, and the scholarship of teaching and learning. He has authored or co-authored nearly 90 articles and monographs on educational policy. Dr. Haden is the author, with Rob Jenkins, of *The 9 Virtues of Exceptional Leaders* and *31 Days with the Virtues*.

## ***Felicia Tucker-Lively, PhD, MPH***



Dr. Tucker-Lively is the Vice President of Professional Development at AAL. In this capacity, she develops and oversees AAL's professional development programs and the partnered programs with ADEA. Her areas of expertise are professional and organizational development, strategic talent management, operational management, and career path learning and development. Dr. Tucker-Lively has worked with executive leadership teams to solve problems and create efficiencies for improving program quality.

## ***George Weinstein, MBA***



George Weinstein is the AAL Vice President for Business Development, overseeing all sales and marketing efforts and outreach to past, current, and potential clients. He joined AAL in 2008 as a project manager for professional development programs such as the ITL and CAAMP. He went on to manage marketing for AAL's professional development offerings and consulting services. George also coauthored ten published academic articles with AAL consultants, primarily focused on deans' surveys and the outcomes for participants of AAL programs.

## ***Meng Becky Zhang, PhD***



Dr. Zhang is the Senior Project Manager for AAL. She is Project Management Professional (PMP) certified and engages in the planning, executing, and monitoring of AAL's client-specific programs and consulting projects. Her experience in higher education includes teaching, conducting research, publishing, and instructional design. She is also experienced in media production, advertising, public relations, and social media.

In addition to our staff, AAL has a network of more than 50 consultants, including the following:

## ***Judith E. N. Albino, PhD***



Dr. Albino is a Senior Consultant for AAL and works extensively in the areas of leadership training, planning and evaluation, and board development. Her executive coaching practice includes career coaching in higher education and team development and leadership, as well as coaching for high-potential executives. Dr. Albino has served as president of two higher-education systems: a public research university and a private nonprofit university. Her higher-education experience also includes service at the dean and vice-presidential levels.

## ***Hershey S. Bell, MD, MS***



Dr. Bell is a Senior Consultant for AAL and works extensively in the areas of strategic planning, competency-based education, and authentic leadership and management. In addition to his role at AAL, Dr. Bell currently serves as Vice President of Medical Education Program Development at Cape Fear Valley Medical Center in Fayetteville, NC. He is also Professor of Clinical Family, Community and Preventive Medicine and Associate Regional Dean for Drexel University's campus at Cape Fear Valley.

## ***Marsha Butler, DDS***



Dr. Butler creates a positive coaching experience by aligning evidenced-based coaching skills with her executive business experience to help senior leaders and business executives achieve their personal ambitions, their leadership or business goals and desired business results. A former VP in Global Oral Care at Colgate-Palmolive, she is a transformative, executive leader/coach supporting leaders across various sectors including health and wellness, academia, technology, and nonprofits.

## ***Lisa D. Cain, PhD***



Dr. Cain is a Senior Consultant for AAL and an executive coach for leaders and for those aspiring to rise to leadership positions. She has more than twenty-five years of experience in academia as an administrator and faculty member with a proven record of excellence in program development, team management, conflict resolution, faculty development, and leadership. Her experience includes the role of associate dean for professional development and faculty affairs.

## ***Randy D. Danielsen, PhD, PA-C***



Dr. Danielsen is a Senior Consultant for AAL and works extensively in the areas of professional development for faculty, accreditation, and academic writing for various publications and research articles. Recognized as a distinguished academic administrator, clinician, educator, author, and editor, Dr. Danielsen offers a broad range of expertise. Dr. Danielsen is Dean of the A.T. Still University Arizona School of Health Sciences, where he also has served as Academic Coordinator and Chair of Physician Assistant Studies.

## ***Marcia M. Ditmyer, PhD, MS, MBA, MCHES***



Dr. Ditmyer is a Senior Consultant for AAL and serves as Dean for the Crystal M. Lange College for Health and Human Services at Saginaw Valley University (SVSU) in Saginaw, Michigan. She arrived at SVSU after serving as the associate dean for education and professor in residence with Emerita at the University of Nevada, Las Vegas School of Dental Medicine where she provided leadership and assumed oversight for all educational programs and learning environments within the school.

## ***Lisa Eichelberger, PhD, RN***



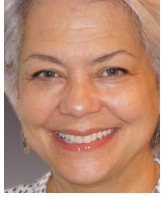
Dr. Eichelberger is a Senior Consultant at AAL and the Dean Emeritus of the College of Health at Clayton State University where she led the department for more than 16 years. She is also a professor at the University for both undergraduate and masters-level courses. Dr. Eichelberger is currently Executive Director on a federal Health Resources and Services Administration grant, through Southern Regional and Clayton State University, focused on increasing the COVID-19 vaccination rates in Clayton County, GA.

### **James F. Galbally, Jr., EdD**



Dr. Galbally is a Senior Consultant for AAL, where he performs strategic planning and feasibility studies. In addition, Dr. Galbally is President of The Galbally Group and a Founding Principal of The Presidential Practice, a consulting group that provides transitional, strategic, and operational counsel for college and university presidents. Dr. Galbally has spent more than 30 years at the University of Pennsylvania, where he was responsible for the strategic planning and operational management for Penn's School of Dental Medicine.

### **Gemina Gates, MPA, PA, RN**



AAL Senior Consultant Gemina Gates has been involved in physician assistant education since 1992. She was the founding Associate Director of the Bronx-Lebanon Hospital Center PA Program and was responsible for the creation and development of the program which she subsequently directed from 1999-2003. Ms. Gates has held a series of faculty and administrative positions at The City College of New York/Sophie Davis School of Biomedical Education Physician Assistant Program at Harlem Hospital Center, Lehman College, and St. John's University.

### **Rob Jenkins, MA**



Prof. Jenkins is Senior Fellow for AAL and works extensively in the areas of leadership and professional development for faculty. He is a 30-year veteran of higher education. Prof. Jenkins is a regular contributor to *The Chronicle of Higher Education* and other publications, writing extensively on leadership, critical thinking, and teaching and learning. Prof. Jenkins is the author of four books and the coauthor of *The 9 Virtues of Exceptional Leaders* and *31 Days with the Virtues* with AAL Founder and President, Dr. Karl Haden.

### **Kenneth L. Kalkwarf, DDS, MS**



Dr. Kalkwarf is a Senior Consultant for AAL and works extensively in the areas of leadership development, institutional assessment, and accreditation, as well as conducting feasibility studies. He has consulted at more than 40 dental schools worldwide, on issues ranging from curriculum, research, and clinical affairs to faculty and leadership development. In addition to his role at AAL, Dr. Kalkwarf is Dean Emeritus at the University of Texas Health Science Center at San Antonio Dental School.

### **Schoen W. Kruse, PhD, MSHPEd**



Dr. Kruse serves as Vice Provost for Academic Affairs and Integrated Learning at Texas Tech University Health Sciences Center. He is driven to create innovative solutions and build teams that enhance the work environment and create success. Dr. Kruse has an extensive background in teaching in the basic sciences, pharmacology, learning sciences, and leadership development. His expertise focuses on curriculum design, emotional intelligence, leadership, teamwork, and the learning sciences.

### **Monty MacNeil, DDS, MDentSc**



Dr. MacNeil works in the areas of institutional strategic planning and assessment, the Commission on Dental Accreditation (CODA) accreditation process and in analyses of program feasibility. Dr. MacNeil is Professor Emeritus and Dean Emeritus at the University of Connecticut (UConn) School of Dental Medicine, where he served three terms. He has published widely in both basic and clinical research and in education methodology, the latter focusing on student assessment and models for clinical education.

### **Jennifer B. McCants, DDS, MSD**



Having served in the profession for over 20 years, Dr. McCants is an advocate for patient-centered care and transformational healthcare service delivery models. In 2017, Dr. McCants' heart for public service led her to the position of Director of Oral Health Services for one of Metro Atlanta's premier Federally Qualified Healthcare Centers, a community health center that provides comprehensive healthcare to the city's most vulnerable population. Dr. McCants also serves as a preceptor for master's in public health (MPH) candidates at the Rollins School of Public Health at Emory University and at Georgia State University School of Public Health, where she is a part-time instructor in leadership and career development.

### **Marnie Oakley, DDS**



Dr. Oakley is a Senior Consultant for AAL and works extensively in the areas of conflict management, leadership development, clinical teaching and preceptorship, and communications. Dr. Oakley is known for her passion for leadership training and continuous self-reflection. Dr. Oakley serves as a senior administrator at the University of Pittsburgh School of Dental Medicine. She served an active-duty four-year tour as Dental Officer in the United States Navy.

### **Ross Peters, MEd**



Ross Peters is Senior Consultant for AAL, and the Managing Partner at EXPLO Elevate. His work focuses on Independent schools and their national and regional associations in the areas of strategic planning, change management, board practice, and curriculum development. From founding an integrated Humanities Department to creating an urban campus in two schools ready for significant innovation, Ross has had the chance to immerse himself in strategic and aligned school cultures.

### **Elizabeth S. Pilcher, DMD**



Dr. Pilcher is a former Senior Associate Dean and former Director of Strategic Planning in the College of Dental Medicine at the Medical University of South Carolina. She has had over 30 years' experience in undergraduate dental education, administration and in clinical care, including 8 years in public health dentistry. She has had experience in grant administration in the fields of distance learning, web-based education and the clinical care of persons with special needs.

### **Brad J. Potter, DDS, MS**



Dr. Potter is a Senior Consultant for AAL and works extensively in the areas of career development, curriculum design and assessment, and accreditation for the Commission on Dental Accreditation. Given Dr. Potter's extensive experience in higher education administration, he provides expert guidance in professional development and advancement for faculty.

### **Dee Ramsel, PhD, MBA**



Dr. Ramsel is a Senior Consultant for AAL and works in the areas of executive coaching, leadership development, team building, strategic planning, and organizational consultation. As a former senior executive in the federal government and leader of organizational health for Veterans Affairs, she brings extensive experience as a leader and facilitator to executives, teams, and organizations that wish to improve their performance.

**Tyler Reimschisel, MD, MHPE**



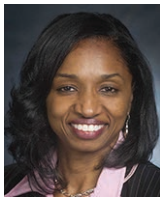
Dr. Tyler Reimschisel is the Founding Associate Provost of Interprofessional and Interdisciplinary Education and Research at Case Western Reserve University. In the latter role, he coordinates interprofessional and interdisciplinary education and collaborative practice initiatives for graduate and undergraduate students, faculty, and staff. As a certified team coach, he provides team coaching, consultation and education sessions to teams working in clinical, academic, nonprofit, and community settings.

**Perry Rettig, PhD**



Dr. Rettig is a Senior Consultant for AAL. After serving as Vice President at Piedmont University for the better part of a decade, Dr. Rettig now holds the position of Distinguished University Professor at Piedmont. He has been an educator for four decades, serving initially as a public-school teacher and principal and then becoming a professor of Educational Leadership and Administration and served as Associate Vice Chancellor for Academic Affairs at the University of Wisconsin Oshkosh. Dr. Rettig is the author of six books addressing a variety of issues in higher education.

**Michelle Robinson, DMD, MA**



Dr. Robinson is a Senior Consultant for AAL. She is currently taking a leadership role overseeing Faculty Affairs in the University of Alabama at Birmingham provost office and is the interim dean of the School of Education. She works extensively in the areas of organizational culture and climate, strategic planning, faculty development, diversity and inclusion, student mentorship, pipeline programs, and technologies for education.

**Catherine Todero, Ph.D.**



Catherine Todero has enjoyed a 50-year career in nursing and nursing education. She served as the Creighton University College of Nursing Dean between 2015 and 2023 before retiring as Vice Provost of Health Sciences. She served in the U.S. Army Reserve Nurse Corps with the 82nd Field Hospital from 1979 to 1983, attaining the rank of captain. From 1989 to 2006, she was Associate Dean of Nursing at the University of Nebraska Medical Center College of Nursing.

**Rebecca S. Wilder, MS**



Prof. Wilder is a Senior Consultant for the AAL and works in the areas of leadership development, team building, organizational consultation and executive coaching. She is a career academician, having served on the faculties of Texas Woman's University and the University of North Carolina-Chapel Hill for three decades. She is currently Professor and Assistant Dean for Professional Development and Faculty Affairs at the UNC Adams School of Dentistry. She is the Editor-in-Chief of the Journal of Dental Hygiene.

**John N. Williams, DMD, MBA**



Dr. Williams has served as a dental dean of Indiana University, University of North Carolina Chapel Hill, and University of Louisville. Throughout his extensive academic career, he has mentored many successful leaders who have advanced to roles of dental dean and beyond. At AAL, he shares his expertise in coaching and program development with emphasis on dental accreditation, planning, administrative organization, higher education finance, faculty mentoring, leadership development, and philanthropy.

**Pamela Zarkowski, MPH, JD**



Prof. Zarkowski is a Senior Consultant for AAL and works extensively in the areas of leadership development, implicit bias, and legal aspects of higher education. Prof. Zarkowski's diverse background and extensive experience in higher education administration and executive coaching experience includes career coaching in higher education and mentorship for high-potential executives. Prof. Zarkowski is the Provost and Vice President for Academic Affairs at the University of Detroit Mercy.

# Testimonials

“CAAMP has been incredibly rewarding. It has reminded me of some of the reasons why I enjoy what I do and given me tools to re-engage and to improve and enhance what I'm doing. I will be a better person and leader moving forward.”

**Duane Winden** | Associate Dean for Accreditation and Compliance, Roseman University College of Dental Medicine

“This program gave me ideas that I would like to implement in my job. Also, I got a new set of tools to succeed in my leadership role. I'm sure that this boost in confidence will make my team performance much better and that we will be able to achieve our goals.”

**Maria José Navarrete Talloni** | Assistant Dean of Diversity, Equity, and Inclusion, Ross University School of Veterinary Medicine

“The presenters were charismatic and motivating. The sessions were well balanced, reflecting the many areas of leadership within academia. I left revitalized as a leader and ready to apply what I learned!”

**Kathleen Lusk** | Vice Chair of the Department of Pharmacy Practice, University of the Incarnate Word Feik School of Pharmacy

“AAL has cultivated excellent instructors who convey contemporary information necessary to pursue administrative roles.”

**Kimberly Patterson** | Interim Chair of Orthodontics and Pediatric Dentistry, Stony Brook University School of Dental Medicine

“I was truly impressed with the ITL course. The speakers were dynamic, and I came away excited to put these new tools and philosophies into practice immediately. I really, really recommend this course for anyone new to teaching, or looking to revamp their teaching style!”

**Matt Phillips** | Endodontic Residency Program Director, Uniformed Services University of Health Sciences





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