



RECAP

CAAMP 2025 GRADUATES & ACHIEVEMENTS

*CHAIRS & ACADEMIC
ADMINISTRATORS MANAGEMENT
PROGRAM*



ACADEMY FOR ADVANCING LEADERSHIP

CAAMP 2025 Program Graduates

Celebrating the Session Participants Now Prepared to Lead More Effectively

The Chairs & Academic Administrators Management Program (CAAMP) is an annual interprofessional event designed to develop the skills necessary to elevate attendees' ability to lead and manage academic departments in health professions education.

This year's session, held July 28-30, 2025 in Atlanta, attracted an interprofessional audience of new, current, and aspiring administrators—from program directors and chairs to deans.

Among the professions represented by CAAMP 2025 participants are dentistry, pharmacy, osteopathic medicine, veterinary medicine, nursing, and other health professions.

CAAMP provided leadership development through presentations, group discussions, case studies, role-playing, and interactive exercises. Participants mastered a variety of skills to strengthen their leadership and management competencies, received personal insights from CAAMP instructors, and learned about themselves and their abilities through a series of online and onsite assessments. By the program's conclusion, participants had developed action plans to implement the career advice they received and start using the lessons from CAAMP at their home institutions.

The 3-day 2025 CAAMP program featured these topics among others:

- | | | | |
|---|--|--|--|
| • Establishing a Firm Leadership Foundation | • Developing Yourself and Others | • Results-driven Communication | • Navigating Academic Life Stressors |
| • Visionary and Strategic Leadership | • Participant Scenarios: What Would You Do | • Managing in an Ever-changing World | • Forward Focus: Making Connections to Lead by Example |
| • Financial Efficacy: Unpacking the Budget and Finances | • Legal Issues in the Academic Environment | • Wellness Mindset: Developing A Balanced Work-Life Rhythm | • Peer Coaching and Critical Conversations |



Impact & Outcomes

“

CAAMP is a phenomenal program to set up the fundamental knowledge and skill set for an early-stage administrator. I am grateful for all the guidance that I learned from CAAMP and all the bright minds that I met here. ~ *Yung-Ting (Lizzy) Hsu, University of Washington*

98%

of respondents reported CAAMP stimulated their interest in financial efficacy

“

CAAMP was a transformative experience. It provided me, as a Program Director in Orthodontics, with invaluable tools to lead with clarity, strategy, and purpose. I left the course feeling more empowered and better equipped to support my faculty, residents, and the mission of our program. ~ *Ildeu Andrade Jr., University of Pittsburgh*

92%

of participants reported strategic leadership and results-driven communication topics encouraged their creative and critical thinking

“

Thank you AAL team. The CAAMP conference offered many valuable insights on leadership that I will be sure to intentionally incorporate at my institution. ~ *Dalia Seleem, Western University of Health Sciences*

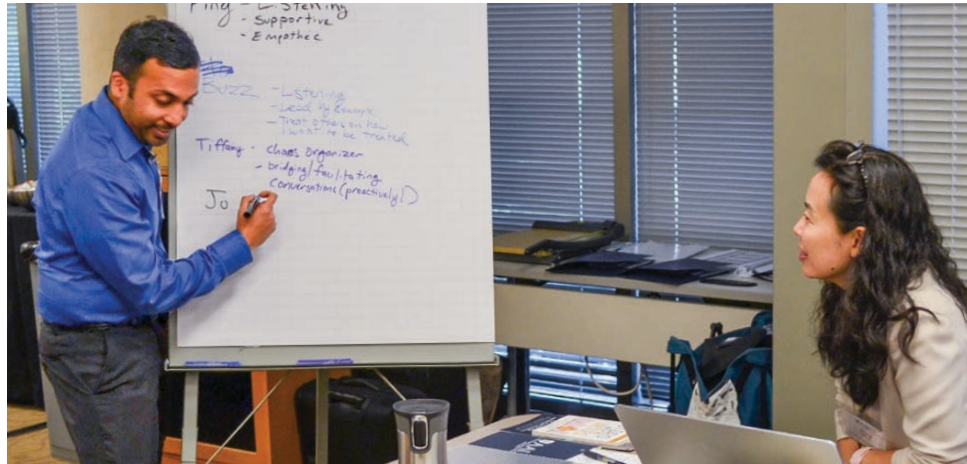


Small group discussions allow participants to explore how different health professions approach similar challenges, for example, pharmacy chairs learn from dental program directors, veterinary deans share insights with medical department chairs.

CAAMP 2025 Attendees & Speakers

Attendees by Institution

- **Dr. Surachat Ngorsuraches,**
Auburn University
- **Dr. Greg Peden,**
Auburn University
- **Dr. Daniel Trujillo,**
Auburn University
- **Dr. Veronica Vernon,**
Butler University
- **Dr. Mark D Essner,**
Creighton University
- **Ms. Rebecca M. Gilbird,**
East Carolina University
- **Dr. Isamar Rivera-Ramos,**
Eastman Institute for Oral Health
- **Dr. Dennis M. Abbott,**
Kansas City University
- **Dr. Rahul Nohria,**
Larkin University
- **Dr. James Loe,**
Medical University of South Carolina
- **Dr. Luis Camilo Yepes,**
Medical University of South Carolina
- **Dr. Augusto Duarte,**
Nova Southeastern University
- **Dr. Jacy Stauffer,**
Oregon Health and Science University
- **Ms. Krista Beaty,**
Oregon Institute of Technology
- **Dr. Suzanne Bergman,**
Pacific Northwest University
- **Dr. Elias B. Chahine,**
Palm Beach Atlantic University



Hands-on strategic planning exercises: participants develop institutional action plans they'll implement immediately upon returning home.



Case-based learning tackles the intersection of clinical operations and academic leadership: faculty practice plan challenges, clinical training site agreements, and balancing productivity expectations with educational excellence.



Dr. Felicia Tucker-Lively leads participants to examine their leadership styles and emotional intelligence utilizing validated assessments during dedicated action planning time.

Attendees by Institution *continued*



Dr. Karl Haden shares strategies for managing change in rapidly evolving healthcare education environments. Participants engage in interactive problem-solving exercises to leave with actionable strategies not just theory.

- **Dr. Khiara Drew,**
Swope Health
- **Dr. James D Herman,**
Texas A&M University
- **Dr. Wade Forehand,**
Troy University
- **Dr. Zameera Fida,**
Tufts University
- **Dr. Grace De Souza,**
University of Buffalo
- **Dr. Simone Duarte,**
University of Buffalo



Structured peer coaching sessions allow interprofessional participants to work through their specific institutional challenges with colleagues who understand the unique pressures of health professions education leadership. What's routine in one profession may offer innovative solutions in another.

- **Prof. Ping Zhang,**
University of Alabama at Birmingham
- **Dr. Chaitanya P. Puranik,**
University of Colorado
- **Prof. Sally Ammar,**
University of Detroit Mercy
- **Dr. Amie Koenig,**
University of Georgia
- **Dr. Jo Smith,**
University of Georgia



Interprofessional peer learning groups create lasting networks from 38 institutions across 6 health professions, building relationships that extend well beyond the program.



Attendees by Institution *continued*

- **Dr. Asha Eapen**,
University of Illinois Chicago
- **Dr. Mohamed Bazina**,
University of Kentucky
- **Dr. Betsy Van Tubergen**,
University of Michigan
- **Dr. Jeffrey Karp**,
University of Minnesota
- **Dr. Soni Prasad**,
University of North Carolina
- **Dr. Isabel Rambob**,
University of Oklahoma
- **Dr. Faizan Alawi**,
University of Pennsylvania
- **Dr. Ildeu Andrade Jr.**,
University of Pittsburgh
- **Dr. Elias Pabon**,
University of Puerto Rico
- **Dr. Carla Rodriguez**,
University of Puerto Rico

- **Dr. Katie Julien**,
UTHealth Houston
- **Dr. Adeola Coker**,
University of the Incarnate Word
- **Dr. Doug Jennings**,
University of the Pacific
- **Dr. Patrick Pansoy**,
University of the Pacific
- **Ms. Patti Howell**,
University of Washington
- **Dr. Yung-Ting Hsu**,
University of Washington
- **Dr. Alvin G. Wee**,
University of Washington
- **Prof. Julia Fischer**,
University of Wisconsin
- **Dr. Dalia Seleem**,
Western University of Health Sciences
- **Dr. Ethan Worthington**,
William Carey University
- **Dr. Tiffany Worthington**,
William Carey University

CAAMP 2025 brought together health professions leaders from across 38 different universities.

Speakers

- **Dr. Karl Haden**, AAL President & CEO
- **Dr. Felicia Tucker-Lively**, AAL Vice President
- **Dr. Joshua Cox**, Executive Dean of the College of Osteopathic Medicine, Vice Provost for Medical Affairs, Kansas City University
- **Dr. Patricia Xirau-Probert**, Associate Dean of Student Affairs and Involvement for the College of Dentistry, University of Florida
- **Dr. Michelle A. Robinson**, Senior Vice Provost for Faculty Affairs, University of Alabama at Birmingham
- **Prof. Pamela Zarkowski**, Provost and Vice President for Academic Affairs, University of Detroit Mercy



Register Now!

CAAMP 2026: Atlanta, July 26-28

Register by January 14, 2026 for 20% Discount!



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**AAL Builds and Strengthens Your Unique Value
through Results-Driven Consulting and
Professional Development**

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