

Appendix 2: New Thinking for the New Century Subcommittee Report: Faculty and Staff Recruitment

Problem Statement:

The impact of the twin pandemics—COVID-19 and the racial equity movement, combined with a paradigm shift in faculty and staff need for adequate compensation, recognition and incentives, along with a need for work-life balance—has contributed to a shortage of dental faculty and staff in educational institutions. Dental education has to be responsive, innovative and creative in addressing the new needs of dental faculty and staff to include:

- Faculty burnout;
- Prestige;
- Generational differences;
- Diversity, equity, inclusion and belonging (DEIB);
- Mentorship; and
- Compensation

Preferred Solutions:

Elevate opportunities to market the benefits of being a dental and/or allied dental educator. Use social media venues to recruit faculty and staff to academic and academic support roles. This can be for both internal and external recruitment by capitalizing on the energy and enthusiasm of those currently in academia as well as those new to academia to convey the benefits of teaching in dental education, which include:

- Work-life balance,
- Faculty loan repayment options,
- Awards and recognition, and
- The ability to have a positive impact on future dental and allied dental professionals.

This could be achieved through:

1. Development and implementation of an integrated ADEA initiative with a focus to recruit and support the development of pathways for new faculty and staff.
Financial commitment: This initiative will require ADEA's support with both human and therefore financial resources. Ideally there will be a dedicated staff person to oversee this initiative.
2. Formation of Student Faculty Development groups and organizations (utilizing the structure of ADEA Dental and Allied Student Chapters - COSRF) that provides mentorship and best practices for becoming an academician. Utilize the newly developed Pearls of Wisdom Faculty Handbook. (Expected delivery date is March 2023.)
Financial commitment: This initiative would require coordination by ADEA Staff and current ADEA volunteer faculty from dental schools and allied dental programs.

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3. Grow Academic Dental Careers Fellowship Programs (ADCFP) opportunities within dental schools and allied dental programs and seek assistance from ADEA on identifying and applying for grants to help support ADCFP programs.

Financial commitment: This initiative would require coordination by ADEA Staff to research and develop grants.

4. Development of podcasts, videos and informational presentations to recognize and celebrate faculty achievements. These can be used on social media and other venues to recognize faculty achievements. Dental schools and allied dental programs can submit names of faculty who receive outstanding faculty awards and other recognitions to ADEA. These faculty and schools can be recognized at the ADEA Annual Session & Exhibition each year. Podcasts, videos and other information presentations can also be used to inform those not in academia to consider education as a career pathway. Seek engagement of the Corporate Council to recognize faculty on their social media platforms.

Financial commitment: This strategy will have low financial impact on ADEA as current ADEA resources can be used such as recognition at the ADEA Annual Session & Exhibition and featuring faculty in the *ADEA Bulletin of Dental Education*. The financial impact of this strategy for dental schools and allied dental programs can vary from very low to high, depending on the particular institution.

5. Encourage the use of the *ADEA Faculty Diversity Toolkit* and engage dental organizations such as the American Dental Association (ADA), the American Dental Hygienists' Association (ADHA), the Hispanic Dental Association (HDA), the National Dental Association (NDA), the National Dental Hygienists' Association (NDHA), the Society of American Indian Dentists (SAID), the American Association of Women Dentists (AAWD) and LGBTQ+IA dental and dental specialty organizations. Capitalize on recruiting opportunities available through participation in large continuing education events.

Financial commitment: This strategy will have low to no financial impact on ADEA.