2nd Annual Meskin Symposium
Meeting the Oral Health Needs of the Aging Population: Education, Service and Advocacy

Examining the Geriatric Healthcare Workforce: Dental Faculty Development

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University of Florida Gainesville Campus
Examining the Geriatric Healthcare Workforce:

Dental Faculty Development

- What is “Dental Faculty Development”?  
- Why is it important?  
- How do you do it?  
- What resources are available to support faculty development in gerontology and geriatrics education?

What Is Faculty Development?

LuAnn Wilkerson and David Isby, two of the most published authorities on faculty development in the health professions, have written, “Academic vitality is dependent upon faculty members’ interest and expertise; faculty development has a critical role to play in promoting academic excellence and innovation, and it is a tool for improving the educational vitality of our institutions through attention to the competencies needed by individual teachers and to the institutional policies required to promote academic excellence.”

The Revitalization of U.S. Dental Education

Dominick P. DePaola, D.D.S., Ph.D.

New Models of Dental Education: The Macy Study Convocation

Figure 1. The system of dental education

Does Faculty Development Enhance Teaching Effectiveness?


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Dental Faculty Development

Why is it important?

• Our programs are only as good as the quality of our people (faculty, staff and students)!
• Personnel – our largest investment!
• National faculty shortage
• New dental schools – increased need for faculty

Expenditures Trends ($M) | UF COLLEGE OF DENTISTRY

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Fostering a culture of professional development at UFCD

- Making scholarship and career development an institutional priority
- Formal faculty mentoring program
- Associate Dean for Faculty Affairs
- Faculty Development Committee
- U24: “Florida Research Infrastructure Enhancement Plan”
  - Faculty Pipeline Program, other seed grants
- Partnership with CTSA, clinical training programs
- Encourage leadership, fellowship, sabbatical, training opportunities
- “Special K” diet

NIH/NIDCR U24 Award
PI: Robert Burne, PhD

Goals

- Establish a Clinical and Translational Research enterprise that will complement existing basic science strengths at UFCD and with key clinical and basic science initiatives at University of Florida.
- Conduct targeted recruitments for two basic scientists to achieve critical mass in the area of Cell and Molecular Biology to underpin the Clinical and Translational program.

Goals, cont.

- Create a formal training and mentoring structure that will fully support the research mission of the college during the transition through the Research Enhancement phase and will sustain the research enterprise of the college and Health Sciences Center in the long-term.
- Solidify linkages of the UFCD with four areas of excellence at the University of Florida
  - The Genetics Institute
  - The Diabetes Research groups
  - UF Cancer Center
  - McKnight Brain Institute
  - GCRC/CTSA

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“Florida Research Infrastructure Enhancement Plan”

7 New faculty

- Oral Biology
  - Scott Grishaber, Ph.D., Assistant Professor, Oral Biology
  - David Culp, Ph.D., Professor, Oral Biology

Clinical/translational research

- Ozlem Yilmaz, DDS, Ph.D., Assistant Professor, Periodontology
- Seunghee Cha, DDS, Ph.D., Assistant Professor, OMFS
- Lorena Baccaglini, DDS, DDS, MS, Ph.D., Assistant Professor, Community Dentistry and Behavioral Science
- Shannon Wallett, Ph.D, Assistant Professor, Periodontology
- Lakshmyma Kesavaku, DVM, PhD, Periodontology
“Florida Research Infrastructure Enhancement Plan”
UFCD Oral Health Research Pipeline

• $75,000 per year for 1-2 years,
• total funds available $500K
• support for salary, benefits, tuition, travel, etc.

*All candidates must have the full support of a primary mentor... a senior faculty member of the health sciences center with a demonstrated commitment to the career development of junior faculty and a record of sustained extramural support. The application must delineate how the support will lead to an independent, extramurally funded research program, with a well-defined and realistic timeline for accomplishing the stated goals.
Faculty Enhancement Awards

- **Thomas A. Brown, Ph.D.,** professor, Department of Oral Biology
  - Advanced training in microbial biofilm analysis during a four-day Medical Biofilm Techniques Workshop at the Danish Technical University in Lyngby, Denmark.
  - Afterward, he will spend two months developing techniques for real-time imaging of biofilm growth in collaboration with Scott Grieshaber, Ph.D., using a confocal microscope in the Oral Biology Department at the college.

- **Frank Catalanotto, D.M.D.,** professor in the Department of Community Dentistry and Behavioral Sciences
  - To attend an intensive, internationally known, five-day Bioethics Course at Georgetown University in June, introducing participants to philosophical underpinnings of bioethics and current major topics in that field pertaining to medical practice, law and public policy.

- **Shannon Holliday, Ph.D.,** associate professor in the Department of Orthodontics
  - To work in an Oral Biology lab at the college with David Culp, Ph.D., on vectors required for the construction of a transgenic, replacement knock-in, mouse. He will focus on learning “recombineering,” a molecular technique developed during the last decade that allows subtle alterations to be made in the mouse genome.

- **Mary Stavropolous, D.D.S.,** associate professor in the Department of Oral & Maxillofacial Surgery
  - To participate in a fellowship program in the Executive Leadership Academic Medicine (ELAM) Program, a core program of the Institute for Women's Health and Leadership at Drexel University College of Medicine in Philadelphia, PA.

Faculty Development Committee

- **Committee Composition**
  - The committee consists of two tenured full professors, two tenured associate professors, three associate or full clinical professors, one assistant tenure-track professor and one assistant clinical track professor elected by the Assembly. The dean appoints one faculty member from any rank to serve as a member. Committee members will serve staggered three-year terms. The Assembly elects the chairperson and vice chairperson from among the members. The vice chairperson will become chairperson upon completion of the chairperson’s term. Administrative support is provided by the Associate Dean for Faculty Affairs who serves as an ex officio member. The Director of Curriculum and Instruction also serves as an ex officio member.
Faculty Development Committee

Standing Committee Charge

“As stated in the Constitution and Bylaws, it is the responsibility of this committee to monitor and identify needs related to faculty professional career development including, but not limited to: teaching, research and patient care. In response to identified needs for faculty development, the committee develops strategies for the creation, implementation and assessment of programs to successfully address these issues. The committee works with the Offices of Education, Clinical Affairs and Research to carry out its charge.”

Faculty Development Week

Day 1

Invited Speaker:
Paula O’Neill, Ph.D., UT Health Science Center, Houston

Session 1: Developing Island Alliances: Mentor and Mentee Roles and Relationships.
Session 2: Faculty Survival Guide: Your Map to Promotion
Session 3: Identify Individual and Institutional Next Steps

Day 2

Roger Fillingim, Ph.D., “Don’t get lost in Translation: Translational Research Seminar on CTSI”

Robert Burne, Ph.D., workshop on Enhancing the translational research at UFCD

Boyd Robinson, D.D.S., Clinical Course Directors Meeting

Day 3

Gail Schneider Childs, R.D.H., M.P.H.
Teaching Survival Strategies: Course Director Workshop

The second half of the day will be used for department/inter-committee meetings.
Faculty Development Week | UF College of Dentistry

Day 4

- Ron Watson, D.M.D. to present TEAM Tribal Leaders Meeting
- William McArthur, Ph.D. to present New Faculty Survival Strategies
- Ariela Notzer, D.M.D., M.H.A. to lead Physical Conditioning for Survival: Zumba!

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Dental Faculty Development:
Geriatric Resources

- ADEA Section on Gerontology and Geriatrics Education
- ADA Task Force on Elder Care
- Oral Longevity Program
- American Society for Geriatric Dentistry
- HRSA Faculty Fellowship Programs
- VA GRECCs
- Campus expertise

ADEA Advisory Committee for the Development of a Core Curriculum for the Older Adult

Supported by: GlaxoSmithKline

Targets educational resource materials for pre-doctoral education that is geared toward the independent older adult.
Committee Chair: Dr. Marsha Pyle
Dr. Douglas Berkey
Dr. Diane Ede-Nichols
Dr. Ronald Ettinger
Dr. Raul Garcia
Karen Hart ADA COEL
Dr. Todd Watkins
Dr. Janet Yellowitz
ADA Task Force on Elder Care

2004 ADA House of Delegates adopted Resolution 74H requesting appointment of a two-year task force to “explore challenges in rendering comprehensive dental care to our aging populations; and that special attention be given to identifying varying needs based on the variety of resident situations.”

Report included goals related to:
- Education
- Advocacy
- Research

ADA Task Force on Elder Care Recommendations

- **Education Goal**: Increase the understanding of how good oral health enhances quality of life in vulnerable elders.
- **Objective 2**: Educate health care workers, including dentists, about vulnerable elder’s oral health needs and care delivery issues through provision of six new initiatives within three years.
  - Expand AEGD programs in geriatric dentistry
  - Implement CE for certified nursing assistance in oral health and daily mouth care of vulnerable elderly
  - Create a web-based clearinghouse of programs, practice resources and CE related to providing oral health care to vulnerable elderly
Education Focus:
- GRECC is the primary provider of didactic and clinical geriatric/gerontological education at the host VA and affiliated university hospital.
- GRECC programs provide educational content to VA & university medical residents and allied health staff to enable them to provide care to elderly veterans.
- GRECC extends its educational outreach via video teleconferencing and on-line programming and hosts local and regional educational programs focused on clinical geriatrics and targeted to the needs of health professionals caring for elderly veterans.
- GRECC provides professional training opportunities and hosts a Physician Geriatric Fellowship Program, and health traineeships in psychology, social work, occupational therapy, speech, audiology, nursing, and pharmacy.

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Examining the Geriatric Healthcare Workforce: Opportunities
- Grow the pipeline: Enhanced HRSA funding for AEGD, GPR and Fellowship training programs emphasizing geriatric dentistry
- Grow your own: Emphasize the value and importance of faculty short and long term training opportunities in gerontology and geriatrics
- Share: Interdisciplinary and cross-college collaborations
  - MedEd Portal and other methods of sharing teaching materials

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