



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?*

Examining the Geriatric Healthcare Workforce:

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What Is Faculty Development?

LuAnn Wilkerson and David Irby, 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.”²¹


Does Faculty Development Enhance Teaching Effectiveness?
Hendricson et al. Dent Educ. 71(12): 1513-1533 2007




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




J Dent Educ. 72(2_suppl): 28-42 2008



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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


Expenditures	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Total Salaries	26.5	28.4	31.2	33.5	35.9	38.2	37.0
Total OPS Salaries	3.7	3.4	4.3	4.1	4.2	4.5	4.6
Total Expenses	9.1	9.5	10.1	12.9	12.6	13.2	12.0
Total Equipment	2.2	1.4	2.3	1.6	2.0	1.0	1.0
Financial Aid	1.3	1.0	1.1	.6	1.4	1.5	1.8
University Overhead	.2	1.6	1.9	1.5	1.6	1.7	1.6
Construction & Renovation	.7	.9	2.1	.9	.3	2.2	6.1
Total Expenditures	\$43.7	\$45.7	\$52.3	\$55.3	\$58.2	\$62.4	\$64.4

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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

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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.

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NIH/NIDCR U24 Award PI: Robert Burne, PhD

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 Grieshaber, 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 Baccaglioni, DDS, DDS, MS, Ph.D., Assistant Professor, Community Dentistry and Behavioral Science
- Shannon Walleit, Ph D, Assistant Professor, Periodontology
- Lakshymma Kesavalu, DVM, PhD, Periodontology


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“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.”



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Office of the Provost

University Level Faculty Enhancement Opportunity (FEO): Previous Awards

FEO Unit Support Summary

- [FEO Year One Project Summary for 2008-09 \(PDF\)](#)

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CENTRALLY-FUNDED FACULTY ENHANCEMENT OPPORTUNITY (FEO) PILOT 2008-2011

BASIC PRINCIPLES

- (1) FEOs are intended to advance the academic/professional/scholarly abilities of faculty members. Thus they are similar in intent to sabbaticals. However, FEOs are intended to be more flexible in nature and duration than traditional sabbaticals. Thus FEO funds are to be expended primarily for salary/benefit offset, travel costs and/or fees for conferences or similar learning experiences. Some portion of summer salary can be requested for those on 9 month contracts who propose summer FEOs. FEO funds are generally not intended to fund such things as equipment/supply purchases, pilot studies, GRAs or similar items for which other sources of support are available.
- (2) The Sabbatical/Professional Development Leave Committee of each unit will have a significant role in selecting individuals for the new FEOs.



UF FEO Project Year One - 2008-09 Summary

College	No. of		Central Dollars	Total Dollars
	Proposals*	No. Funded*		
Business Administration	4	4	\$ 70,828	\$ 123,422
Design Construction Planning	3	3	\$ 68,451	\$ 83,481
Education	4	3	\$ 87,505	\$ 97,255
Engineering	6	5	\$ 122,583	\$ 165,474
Fine Arts	6	6	\$ 180,777	\$ 221,352
Florida Museum Natural History	1	0		
Health Human Performance	1	1	\$ 7,950	\$ 20,004
Journalism & Communications	1	0		
Liberal Arts & Sciences	11	8	\$ 194,135	\$ 223,073
Libraries	1	1	\$ 9,400	\$ 17,513
Dentistry	7	7	\$ 134,638	\$ 240,850
IFAS/CALS	9	6	\$ 81,700	\$ 113,100
Law	3	2	\$ 68,875	\$ 83,029
Medicine	10	9	\$ 156,138	\$ 238,374
Medicine/JAX	2	0		
Nursing	1	1	\$ 5,790	\$ 6,850
Pharmacy	2	1	\$ 12,000	\$ 28,440
Public Health & Health Professions	1	1	\$ 20,200	\$ 28,000
Veterinary Medicine	1	1	\$ 49,943	\$ 139,686
GRAND TOTALS	74	59	\$ 1,270,914	\$ 1,829,904

* Faculty out-of-unit colleges were eligible to apply in Fall '08 and Spring '09
 * Faculty in-unit colleges/units were only eligible to apply in Spring '09 (April)

Faculty Enhancement Awards | UF COLLEGE OF DENTISTRY

- **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.

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Faculty Enhancement Awards | UF COLLEGE OF DENTISTRY

- **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.

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Faculty Development Committee | UF COLLEGE OF DENTISTRY



The screenshot shows a web page titled "Shared Governance" with a sidebar on the left containing navigation links like "Departments, Offices, and Centers", "Search", and "Career Opportunities". The main content area is titled "Faculty Development Committee" and lists the following members:

Name	Role	Term
Dr. Marcia Sabin	Chair (Full-time faculty elected by FFA-Associate or Full Clinical Professor)	2011
Dr. Hans Obenga	Full-time faculty elected by FFA-Associate Clinical-track Professor	2011
Dr. Robert Burns	Full-time faculty elected by FFA-Tenured Professor	2011
Dr. Roger Pilgrain	Full-time faculty elected by FFA-Tenured Professor	2011
Dr. Marco Guzman	Full-time faculty elected by FFA-Tenured Associate Professor	2011
Dr. Katherine Karpova	Full-time faculty elected by FFA-Tenured Associate Professor	2011
Dr. Boyd Robinson	Full-time faculty elected by FFA-Associate or Full Clinical Professor	2011
Dr. Wendell White	Vice Chair (Full-time faculty elected by FFA-Associate or Full Clinical Professor)	2011
Dr. Claudia Livella	Full-time faculty elected by FFA-Associate Tenure-track Professor	2011
Dr. Glenn Ylmas	Full-time faculty appointed by the Dean	2011
Dr. William Kuchler	Ex-officio: Associate Dean for Faculty Affairs	
Ms. Gal Chels	Ex-officio: Director of Curriculum and Instruction	
Ms. Mary Bennett	Support staff	

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Faculty Development Committee | UF COLLEGE OF DENTISTRY

- **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.

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Faculty Development Committee | UF COLLEGE OF DENTISTRY

- 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 those issues. The committee works with the Offices of Education, Clinical Affairs and Research to carry out its charge."



Faculty Development Week | UF COLLEGE OF DENTISTRY

- 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



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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




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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.





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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!*

Examining the Geriatric Healthcare Workforce:

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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




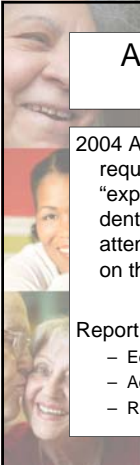
ADEA Advisory Committee for the Development of a Core Curriculum for the Older Adult

Supported by: GlaxoSmithKline
 Goal: Develop the Oral Health for Independent Older Adults, "ADEA/GSK Pre-doctoral Curriculum Resource Guide."

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 CDEL
 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

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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

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UNITED STATES DEPARTMENT OF VETERANS AFFAIRS

GERIATRIC RESEARCH EDUCATION AND CLINICAL CENTER

Profile - Gainesville

Gainesville, FL GRECC

Research Focus:
Basic Biomedical: Gero-pharmacology
 Studies in basic and clinical pharmacology of age effects on drug mechanisms; immunology, dementia and brain rehabilitation; obesity, signal transduction mechanisms, and systemic adaptation to exercise.
Applied Clinical: Gero-pharmacology (as above)

Health Services: Rehabilitation Outcomes Research Center/Brain Rehabilitation
 Staff member serves as the Medical Director of the Rehabilitation Outcomes Research Center and as Research Director of the Brain Rehabilitation Research Center.

Education Focus:
 The Gainesville GRECC provides ongoing education regarding clinical issues and research findings in geriatrics and provides clinical consultation and outreach services. The GRECC is the primary provider of didactic and clinical geriatricogerontological education at the host VA and affiliated university hospital. GRECC programs provide significant educational content to VA and university medical residents and allied health staff to enable them to provide care to elderly veterans. The 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. The GRECC provides significant professional training

VA Medical Center (192)
 1901 SW Archer Road
 Gainesville, FL 32608
 Phone: (352) 374-6077
 Fax: (352) 374-6342
 Website

Allegation:
 • University of Florida at Gainesville

GRECC Director:
 • Ronald Shor, MD

Associate Director for Research:



UNITED STATES DEPARTMENT OF VETERANS AFFAIRS

GERIATRIC RESEARCH EDUCATION AND CLINICAL CENTER

Geriatric Research Education and Clinical Centers (GRECCs)

The Veterans Health Administration (VHA) initiated a strategy in the mid 1970s to focus attention on the aging veteran population, to increase the basic knowledge of aging, to transmit that knowledge to health care providers, and to improve the quality of care to the aged.

A cornerstone of this strategy has been the development of Geriatric Research, Education and Clinical Centers (GRECCs). The GRECCs are "centers of geriatric excellence" designed for the advancement and integration of research, education, and clinical achievements in geriatric and gerontology into the total VA healthcare system.

There are currently 20 GRECCs across the VA system: Ann Arbor, Baltimore, Birmingham/Atlanta, Bronx/New York Harbor, Cleveland, Durham, Gainesville, Greater Los Angeles (Sepulveda and West LA Division), Little Rock, Madison, Miami, Minneapolis, New England (Bethford and Boston Outposts), Palo Alto, Pittsburgh, Puget Sound (Seattle and American Lake Division), Salt Lake City, San Antonio, St. Louis, and Tennessee Valley.



All of the GRECCs focus on various aspects in the quality of life and care for the aging veteran and are at the forefront of leading edge research and education. Research results have influenced therapies for diseases affecting older veterans and have also been exported beyond the veteran community.

GRECCs will continue to serve as resources in aging research, education and clinical care for the host VA facility, other VA facilities in their respective VHA and the VA system as a whole. Additional effort will be made to transport throughout the VA system clinical models that have been developed and evaluated by GRECCs, such as Geriatric Evaluation and Management (GEM) programs, and Palliative Care Programs for Late-Stage Dementia patients that have been developed and evaluated by GRECCs, as well as education and training products. One means of enhancing information dissemination is through the internet.

Gainesville GRECC | UF COLLEGE OF DENTISTRY

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.

Examining the Geriatric Healthcare Workforce:


Dental Faculty Development Review

- *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?*

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



2nd Annual Meskin Symposium

Meeting the Oral Health Needs of the Aging Population: Education, Service and Advocacy