

Great Expectations

American Dental Association

Golden Apple recipient

HOW IT ALL BEGAN

Dr. Moody Alexander, Texas ICD President, was inspired to create this program during a leadership class sponsored by the Dallas County Dental Society (DCDS) and conducted by ICD Fellow **Dr. Lynne Gerlach** and **Dr. Peter DeLisle** of Austin College's Posey Leadership Institute. Meetings were arranged with **Dr. Jack Long**, Associate Dean for Student Affairs at Baylor College of Dentistry (BCD), who suggested working with freshmen students and exposing them to exemplary professional attitudes and behavior from the very beginning. **Ms. Moira Allen**, BCD's Director of Student Affairs, suggested using a small group approach rather than large meetings.

At an early organizational meeting, Texas ICD President-elect, **Dr. John Chandler** proposed the name "Great Expectations" and **Dr. Mark Gannaway**, BCD's Director of Comprehensive Care, Restorative Sciences, volunteered to become the Program Director for the faculty-driven program. Dallas County Dental Society's Board of Directors were also solicited because their membership has a large pool of ICD Fellows who could volunteer as mentors for the program.

"Learning must be the greatest moment in your life and it



must be in an environment that is inspiring, motivating and allows individuals to celebrate failure as part of the growing/learning process. "

Art Dugoni

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The International College of Dentists – USA Section Presents:

Great Expectations

Mentoring Professionalism



HOW...?

How do we guide and lead our outstanding dental students to a life of professional service to the patient, the public, and to dentistry?

As a profession, dentistry enjoys the respect, confidence and trust of the public. That trust dictates that the dentist will conduct himself or herself in a professional and ethical manner in all dealings with the public, holding the public's interests above one's self.

Our dental schools have historically done an exemplary job of teaching the scientific principles and the manual and artistic skills of delivering quality dentistry. However, the professional and ethical training has often been taught in a didactic form.

We believe that highly professional conduct is an attitude, learned by example and influenced by peers, that can be nurtured and matured during the entire dental school experience.

Great Expectations is a professional mentoring program which calls on that peer influence to help guide the student toward more professional and ethical conduct. At its core the new student is assigned an upper classmate who has already demonstrated strong ethical and professional behavior. The under classmate is also assigned a faculty mentor and a practicing dentist from the local community who will have a growing role in the student's development as the student progresses toward graduation.

The setting and environment of this mentoring activity is always to be informal, enjoyable and without pressure. The intent is to create a trusting and collegial atmosphere for the maturing professional, thereby teaching professionalism and ethical behavior by example rather than by exam.

The concepts underlying this program are contained in the precepts fostered by **Dr. Arthur Dugoni** during his many years as teacher and Dean of the University of the Pacific, Arthur A. Dugoni School of Dentistry. Here in a nutshell are his principles:



Build people - by inspiration.

Build self-worth - by building on the positive.

Create a sense of family.

Respect everyone.

Call students "doctor" from day one.

Create an environment of trust based on integrity.

Create a passion for fairness.

Eliminate the negatives.

Create an environment of Zero Tolerance for:

Arrogance

Rudeness

Destructive behavior

Communicate at every level, and demonstrate often the qualities of a humanistic educational model.

Dr. Dugoni was asked if there was one word to describe excellent leadership or excellence as an educator. He responded, **"Love. Be passionately in love with your work, with your people, with excellence."** As they talked, his longtime friend asked, "How can I, as one person, personally make a difference in my educational environment and with my students?" Dr. Dugoni told him, **"Never underestimate the power of one, or how effective one person can be."**



Junior and Senior Baylor Students mentor Freshmen during "Drill and Chill" practice.

It is clear that any such program must be faculty driven. Only the faculty will know the best upper classmates to become mentors. It is the intention of the International College of Dentists (ICD) to facilitate the development of such a program customized by the faculty for their particular school. It is also the intention of the ICD to help sustain such a program once it is in place. However, it is also important to include dental society and ICD members. All three will partner to make **Great Expectations** a success.

The International College welcomes the participation of other organizations that ascribe to the tenants of this program. There is much work to be done and the Fellows of the ICD see this as a cooperative rather than a competitive process.

Let the fun begin!