

# 2nd Annual AACMFS Mid-Career Pre-Conference

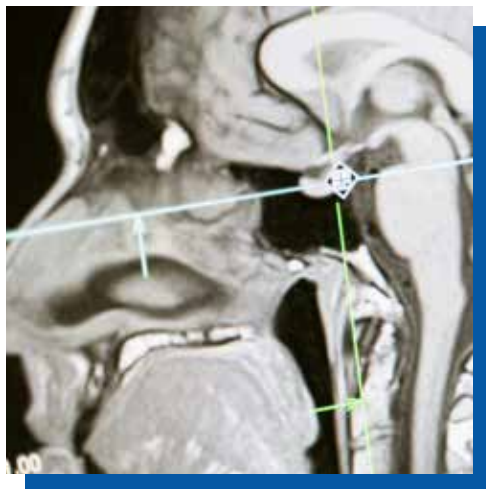
**April 3, 2024**

Westin Hotel, Halifax, Nova Scotia



## Goals

- Identifying the Opportunities
- Building a Sustainable Career
- Building a Team
- Negotiation Strategies



# Schedule

**1:00 - 1:05pm**

## **WELCOME AND INTRODUCTION**

Course Chair:

*Sean Edwards, DDS, MD*

**1:05 - 2:00pm**

## **IDENTIFYING THE OPPORTUNITIES**

1:05 - 1:25pm

How Do I Prepare for Leadership Positions?

*Sean P. Edwards, MD, DDS*

1:25 - 1:45pm

Should I Stay? | Creating Opportunities Within My Own Institution

*Jasjit K. Dillon, MBBS, DDS, FDSRCS, FACS*

1:45 - 2:00pm

Discussion

**2:00 - 3:00pm**

## **BUILDING A SUSTAINABLE CAREER**

2:00 - 2:20pm

The Mid-Career Perspective

*John Caccamese, Jr., DMD, MD*

2:20 - 2:40pm

The Dean's Perspective

*Benjamin Davis, DDS*

Dean, Dalhousie University

2:40 - 3:00pm

Discussion

**3:00 - 3:15pm**

## **BREAK**

**3:15 - 3:35pm**

## **BUILDING A TEAM**

3:15 - 3:35pm

How to Deal with Unexpected Issues

*Brent B. Ward, MD, DDS, FACS, FACD*

3:35 - 3:55pm

Discussion

**3:55 - 4:55pm**

## **NEGOTIATION STRATEGIES**

3:55 - 4:15pm

Salary Negotiation: How Do I Approach It?

*Likith V. Reddy, MD, DDS, FACS*

4:15 - 4:35pm

Negotiating with a Competitor Department | How to Prepare

*Kevin Arce, MD, DMD (virtual)*

4:35 - 4:55pm

Discussion

4:55 - 5:30pm

**Small Group Exercise:** Negotiate Addition of New Faculty

to a Competing Department

*To Be Determined*

**5:30 - 6:30pm**

## **Post Conference Networking Reception**

# Conference Information

## PLANNING COMMITTEE

Sean P. Edwards, MD | President *The University of Michigan Health System*

Timothy A. Turvey, DDS, FACS | Immediate Past President  
*University of North Carolina, Adams School of Dentistry*

John Caccamese, Jr., MD, DMD | President-Elect  
*University of Maryland Medical Center*

Jasjit D. Dillon, MBBS, DDS, FDRCS | Treasurer  
*University of Washington, Harborview Medical Center*

Zachary Peacock, DMD, MD | Secretary  
*Harvard School of Dentistry, Massachusetts General Hospital*

Brent B. Ward, MD, DDS, FACS | Executive Director  
*University of Michigan Hospitals*

## ADDITIONAL PLANNERS

Melissa Connor | Manager  
AACMFS

Please register for this meeting ahead of time. Please add it to your 2024 AACMFS registration for the 2024 Annual Scientific Meeting.

<https://aacmfs.wildapricot.org/event-5372556>

Fee: \$500.00

## HOTEL

Westin Hotel  
1181 Hollis Street  
Halifax, Nova Scotia, B3H 2P6  
Canada

**Rate: \$169.00- \$189.00/night + tax\***

**\* Canadian Dollars**

To reserve a room in our room block, please go to this link. Closes March 1.

<https://aacmfs.net/2024-annual-scientific-meeting/>

**Parking:** Current self-parking charge is \$3.50 + taxes per hour to a maximum of \$23.00 + taxes per day, per vehicle, for inhouse guests; based on availability. Valet parking is \$30.00 + taxes per day; based on availability. For non-guests of the hotel, the hourly will be \$3.50 + taxes to a maximum of \$25.00 + taxes per day; based on availability.

## PRIVATE MEETING AND AMENITIES

The 2nd Annual AACMFS Mid-Career Meeting is a private meeting reserved for AACMFS members and practicing physicians only. Meeting participation and banquet services are intended for registered members and healthcare professionals. For optimum learning and compliance with guidelines, guests/

# Conference Information

spouses are not permitted to attend.

## TARGET AUDIENCE

The Mid-Career Conference is for early- to mid-career professionals, Fellows, Fellows in Training (FIT) within the Oral & Maxillofacial Surgical field who seek the opportunity to develop the leadership and professional skills necessary to build and maintain a successful career and practice.

## OVERVIEW

The goal of this activity is to bring together early- and mid-career Oral Maxillofacial surgeons who are in need of career guidance and the professional “soft” skills necessary to build and maintain a successful career. Leaders in the Oral & Maxillofacial Surgical field, who are well established and have achieved career success, will serve as the speakers. The speakers will address the importance of mentorship, provide a framework for making future career goals and decisions, guide discussions on why diversity and culture are important factors of one’s career, share knowledge on salary and negotiation strategies, and provide guidance on how to identify professional red flags and personal burnout.

## PROFESSIONAL PRACTICE GAPS

The Mid-Career Conference serves to bridge the gaps in knowledge and professional “soft” skills between early- & mid-career Oral Maxillofacial surgeons and senior career Oral Maxillofacial surgeons. Given the primary focus on developing medical knowledge and surgical skills in the beginning of a surgeon’s career, most early- & mid-career surgeons lack the fundamental knowledge on how to effectively advance their careers and make career decisions that will foster their long-term success. Exploring topics such as interviewing skills, negotiation and salary strategies, mentorship, and identifying/avoiding personal burnout addresses the gap in knowledge and practice of these professional “soft” skills areas. Additionally, exploring other topics such as team diversity, team leadership and development, and the importance of leading and facilitating culture change addresses the areas that contribute to one’s overall career success.

## EDUCATIONAL OBJECTIVES

After completing this activity, the participant should be better able to:

- Discuss the importance of early career decisions and how those can impact the trajectory of one’s entire career.
- Demonstrate how to establish a framework for making future career decisions, weighing all of the important factors tied to success.
- Identify all of the factors to research and consider during the interview process in order to properly evaluate career opportunities.
- Examine, demonstrate, and apply strategies to use throughout one’s career to avoid burnout, practice mentorship, and remain focused.
- Identify and practice ways to implement and lead culture change in the workplace.
- Compare current salary models and negotiation strategies in order to establish a framework for navigating future negotiations.

AACMFS is applying for accreditation with Dalhousie University and will post the CME accreditation statement once we receive the credit hours.