



ADEA/Johnson & Johnson Healthcare Products/Enid A. Neidle Scholar-in-Residence
Program for Women

Fellow Profiles and Sponsoring Institutions

- 1994 Kerry Maguire - University of Colorado
- 1995 Linda Wells - Texas A&M University/Baylor College of Dentistry
- 1996 Susan Silverton - University of Pennsylvania
- 1997 Deborah Studen-Pavlovich - University of Pittsburgh
- 1998 Vicky Evangelidis-Sakellson - Columbia University
- 1999 Emrey Moskowitz - Boston University
- 2000 Paula Nesbitt - Meharry Medical College
- 2001 Nina Markovic- University of Pittsburgh
- 2002 Mary Lynn Froeschle- University of Nebraska Medical Center
- 2003 Wendy Hupp - Nova Southeastern University
- 2004 R. Denise How- Columbia University
- 2005 Mildred McClain - University of Nevada, Las Vegas
- 2006 Donna Grant-Mills - Howard University
- 2007 Georgia Dounis - University of Nevada, Las Vegas
- 2008 Yoly Gonzalez-Stucker - University at Buffalo

Dr. Kerry Maguire was an Assistant Professor at the University of Colorado School of Dentistry in 1994. She spent the majority of her residency as an Enid Neidle Scholar developing and implementing a comprehensive survey of sexual harassment experiences during dental residency training. She also researched and wrote the section on women's oral health in the medical school curriculum survey. Dr. Maguire presented an oral abstract: *Sexual Harassment in Dental Education* at the AADS International Women's Leadership Conference in Cannes/Mandelieu, France, June 20-22, 1998 that details her findings. Dr. Maguire accepted the position, Manager of Academic Relations at Colgate Oral Pharmaceuticals, Inc. in 1996. She returned to academia in 1999 as Associate Professor and Head of Public Health, Department of General Dentistry, Tufts University School of Dental Medicine. She became the Director of Professional Advocacy for Tom's of Maine in 2003, and an Operating Partner in the company in 2004.

Dr. Linda Wells was an Assistant Professor in the Department of Public Health Sciences at the Baylor College of Dentistry in 1995. During her residency as an Enid Neidle Scholar, Dr. Wells examined success behaviors of females in business vs. those in education. She did an extensive review of data from the Catalyst Information Center and used her own management training and skills in the design of the survey. Among the activities she pursued during her fellowship: generation of interest and programmatic activity related to the newly formed Women's Liaison Officers (WLOs) and sustained communication with the Office of Research on Women's Health regarding the women's health curriculum survey and the NIDR women's research agenda. Dr. Wells returned to Baylor to resume her full time didactic and clinical responsibilities in preventive dentistry and public health at the conclusion of the fellowship.

Currently, she is Assistant Professor of Comprehensive Patient Management and Clinic Director and Chair, Department of Clinical Services at Marquette University School of Dentistry.

Susan Silverton, M.D., Ph.D., is the Vice President, Academic (Anglophone Affairs) at Laurentian University, Sudbury, Ontario in Canada. Dr. Silverton was the founding Associate Academic Dean of the new dental school in Las Vegas and also served as Associate Dean of Research at the dental school at the University of Nevada – Las Vegas. Dr. Silverton was an Assistant Professor of Oral Medicine at the University of Pennsylvania School of Dental Medicine. During her residency as the 1996 Enid Neidle Scholar, Dr. Silverton developed the Women's Health in the Dental Curriculum Survey that was distributed to U.S. and Canadian dental schools to discover the existence/level of curriculum content in dental schools with regard to women's health. The survey was analyzed by the University of Michigan. This project was made possible through contract funding from HRSA, Department of Health and Human Services. Dr. Silverton initially presented survey findings at the International Women's Leadership Conference in Cannes/Mandelieu, France, June 20-22, 1998. Dr. Silverton continues to pursue her calcium metabolism studies and completed a prestigious American Council on Education Fellowship in 1998. She co-authored *Women's Health in the Dental School Curriculum. Report of a Survey and Recommendations*, 1999. DHHS/NIH. Publication No. 994399.

Dr. Deborah Studen-Pavlovich was an Associate Professor and Director of Predoctoral Pediatric Dentistry at the University of Pittsburgh School of Dental Medicine. As the 1997 Enid Neidle Scholar, Dr. Studen-Pavlovich addressed female faculty promotion patterns and postgraduate issues. She was involved in the planning of the first International Women's Leadership Conference and prepared and presented testimony at the Office of Research on Women's Health, NIH hearings in November, 1997. In 2002 Dr. Studen-Pavlovich was promoted to Professor and Chair of Pediatric Dentistry at the University of Pittsburgh School of Dental Medicine. She serves as a consultant to the ADA Commission on Dental Accreditation and the Test Construction Committee of the Joint Commission on National Dental Examinations. Dr. Studen-Pavlovich is a fellow in Omicron Kappa Upsilon, the American College of Dentists, the International College of Dentists, and the Pierre Fauchard Academy. She was co-editor of an issue of *Dental Clinics of North America* dedicated to women's oral health (July, 2001). In 2003 Dr. Studen-Pavlovich was awarded one of the Chancellor's Distinguished Teaching Awards for excellence in her role as a university professor as well as being chosen to participate in the year-long American Medical Student Association Foundation's Leadership Seminar Series on ethnic and minority health.

Dr. Vicky Evangelidis Sakellson, is an Associate Professor and Director of the Fourth Year Program in the Columbia University School of Dental and Oral Surgery. She received her D.D.S and M.P.H. from Columbia University. In addition, her postgraduate training includes fellowships in Pediatric Dentistry and Advanced Education in General Dentistry. In the past ten years, Dr. Evangelidis played a leading role in an institution-wide curriculum development including competency statements, course objectives, syllabi, clinic manuals and the development of evaluation criteria and the school's outcomes assessment program. In the past two years she 1) Was faculty representative to the Dean's Advisory Council, a body that advises the Dean on the School's future directions 2) Chaired the Clinical Sciences Committee, whose recommendations will be implemented in the undergraduate curriculum beginning in 2004, 3) Participated as the Dental School representative to the four school wide (medicine, dentistry, nursing, public health) Committee on Cultural competency, and produced recommendations for implementation to the Deans of all four Schools. 4) Participated in "One stop shopping" Committee (five school Sub-committee to Health Sciences Strategic Plan committee for

improving teaching excellence) representing School of Dental and Oral Surgery. Dr. Evangelidis also received the Executive Leadership in Academic Medicine (ELAM) award in 2002-03. She is currently Chair of the ADEA Women's Affairs Advisory Committee (WAAC).

Dr. Emrey Moskowitz is a Clinical Instructor in the Department of Oral Diagnosis at the Boston University Goldman School of Dental Medicine. She received her dental degree from University of California – San Francisco and completed a GPR at Sepulveda Veterans Administration Medical Center, Sepulveda, California. At BU, she serves on the Quality Assurance Committee, Judicial Board and as the NERB competency coordinator. Dr. Moskowitz conducted a survey of dental patients' perceptions of women dentists in Boston. She also conducted a review of female applicant/enrollment trends and pursued her interest in broader issues related to patient satisfaction with dental care. Dr. Moskowitz is currently pursuing her M.P.H. degree in Public Health at the Boston University School of Public Health. She presented her survey findings at the 78th Annual Session and Exposition in Chicago, Illinois, March 3-7, 2001.

Dr. Paula Nesbitt, the 2000 scholar, was Acting Chair of the Endodontics Department at Meharry Medical College School of Dentistry. Prior to the appointment, Dr. Nesbitt served as Assistant Professor in the Department of Endodontics. Dr. Nesbitt is a 1979 Vassar College graduate with her D.D.S. from the University of Oklahoma School of Dentistry. In addition, she earned her M.S.D. in Endodontics from Case Western Reserve University and a GPR Certificate from Meharry Medical College. In 1991, she served in a Dental Peace Corps Mission to St. Vincent, West Indies where she conducted AIDS Clinical Trials. She achieved Diplomate status in the American Association of Forensic Examiners in 1998. At Meharry, she was the Chair of the Faculty Grievance Committee and was recognized for her teaching skills with an Outstanding Teacher Award in 1997. Dr. Nesbitt completed a pilot study on gender related issues. Dr. Nesbitt conducted a more extensive survey titled: "Teaching in U.S. Dental Schools-Results of a Survey of Full Time ADEA Faculty Members" (November, 2001). Her results were presented at the ADEA Annual Session in San Diego in March, 2002. The August, 2003 *Journal of Dental Education* contains her article: "Work Environment Perceptions of Full-Time Dental Educators: Does Gender Matter?"

Dr. Nina Markovic, the 2001 scholar, is an Assistant Professor, Department of Behavioral Sciences and Public Health, School of Dental Medicine at the University of Pittsburgh, Associate Research Scientist at the Magee Women's Research Institute, and a Project/Data Manager in the Women's Health Program, Department of Epidemiology at the Graduate School of Public Health, University of Pittsburgh. She is the first dental hygienist-educator to be named as an Enid Neidle scholar. Dr. Markovic teaches courses in *Professionalism and Social Issues in Dentistry* and *Introduction to Dental Public Health* at the University of Pittsburgh, in addition to mentoring and advising students. Dr. Markovic's project has three specific aims: 1) to explore and develop mutually beneficial oral health components within the Center of Excellence in Women's Health, 2) to develop and implement a women's oral health course focusing on women's oral health across the life span, and 3) to learn and develop her skills in promoting policy initiatives that address research of women's oral health concerns.

Dr. Mary Lynne Froeschle, the 2002 scholar, is an Associate Professor, Department of Adult Restorative Dentistry, Director of Patient Care, and Associate Member of the Eppley Cancer Institute, University of Nebraska Medical Center College of Dentistry. She began her career in academia in 1993 as Assistant Professor in the Department of Dental Practice Management at the University of Nebraska College of Dentistry. Dr. Froeschle's interest is titled: "Analysis of Work Patterns for Positive Organizational Behavior". She explored how the environment in dental education is perceived by men and women, identified the most effective practices, and

offered modifications for greater career productivity and satisfaction. Also, during her residency experience, Dr. Froeschle evaluated departmental work patterns with the aim of identifying areas in need of improvement to recruit and retain a diverse dental faculty and to foster a more productive workforce, particularly for women and minorities. She reported her findings at the 81st ADEA Annual Session in Seattle, WA, March 2004.

Dr. Wendy Hupp, the 2003 Scholar, is Assistant Professor of Oral Medicine in the Department of Diagnostic Sciences, Prosthodontics, Restorative Dentistry at the University of Louisville School of Dentistry. During her residency, Dr. Hupp was Assistant Professor and Director of Oral Medicine, Division of Oral Diagnostic Sciences at Nova Southeastern University College of Dental Medicine and Assistant Professor in the Department of Family Medicine College of Osteopathic Medicine, NSU. Immediately following graduation from the University of Pennsylvania School of Dental Medicine in 1984, Dr. Hupp entered private practice. She served in the U.S. Navy from 1989 to 1999. Dr. Hupp entered academia in 2000 after completing a residency program in Oral Diagnosis, Oral Medicine and Oral and Maxillofacial Radiology with the U.S. Navy. In 2006, Dr. Hupp was promoted to Associate Professor of Oral Medicine (NSU). During her residency, Dr. Hupp focused on the effects of tobacco use on women's general and oral health and other projects pertaining to women's health/women's oral health.

Dr. R. Denise How, the 2004 Scholar, is an Associate Professor of Clinical Dentistry and Director, Predoctoral Periodontics, Columbia University School of Dental and Oral Surgery. During her residency experience, Dr. How will explore how cultural behavioral patterns affect the teaching environment (especially women faculty members), the degree to which the teaching environment is affected, and propose solutions. She received her professional training at Columbia University and currently participates in the School's faculty practice, while maintaining her own private practice. Her membership in professional organizations and societies include: the Alfred Owre Professional Society, SDOS and the New York Academy of Dentistry. Dr. How is the recipient of the Edward Zegarelli Teaching Award and Dr. Melvin Morris Award for Excellence.

Dr. Mildred A. McClain, 2005 Scholar, is Assistant Professor, Department of Professional Studies, University of Nevada, Las Vegas School of Dental Medicine. Dr. McClain's project is titled: "A Study of Entry and/or Reentry Clinical Practice Challenges and Strategies". Using the SCANS (Secretary's Commission on Achieving Necessary Skills), Dr. McClain plans to explore the skills necessary for entry/reentry into clinical dental practice. The proposed project includes administering a survey to practicing dentists' to examine their perception of the SCANS skills and competencies and their usefulness as it relates to establishing a dental practice. SCANS skills and competencies were developed under the direction of the U.S. Department of Labor in an effort to define a core set of skills to reflect job readiness. Survey results will be used in the development of curricular course materials to better prepare dental students for private practice.

Dr. Donna Grant-Mills, 2006 Scholar, is Assistant Professor in the Department of Clinical Dentistry at the Howard University College of Dentistry. She is also Principal Investigator for the Howard University COD Minority Dental Faculty Development grant awarded by ADEA and the W.K. Kellogg Foundation and Director of the Summer Medical and Dental Education Program (SMDEP) funded by the Robert Wood Johnson Foundation. During her residency at ADEA, Dr. Grant-Mills plans to evaluate the capacity of the ADEA/W.K. Kellogg Minority Dental Faculty Development Program to advance minority women in dental education. Interviewer-assisted questionnaires and self-report surveys will be used to assess the success and potential for replication of the MDFD program at U.S. dental schools.

Dr. Georgia Dounis, 2007 Scholar, is Assistant Professor in the Clinical Sciences Department at the University of Nevada, Las Vegas School of Dental Medicine. Dr. Dounis' primary teaching responsibilities are in preclinical and clinical Removable Prosthodontics courses. Also, she is responsible for the didactic and clinical Prosthodontic curriculum. During her residency, Dr. Dounis will conduct a survey of women residing in assisted living facilities in Nevada to determine their level of access to oral health care and identify barriers that influence access. The goal of the proposed project is to expand didactic and clinical content of geriatric dentistry in predoctoral and postdoctoral curricula and develop programs in dental schools to improve access to oral care for the fastest growing population in the U.S., adults over the ages of 65.

Dr. Yoly Gonzalez-Stucker, 2008 Scholar, is Assistant Professor, Oral Diagnostic Sciences and Clinical Assistant Professor of Periodontics & Endodontics at the University at Buffalo School of Dental Medicine. Dr. Gonzalez-Stucker's research focus is related to gender and genetic differences in temporomandibular disorders and jaw biomechanics specific to TMJ disorders. She is director of the TMD and Orofacial Pain Clinic at the dental school. Dr. Gonzalez-Stucker founded the Boca Sana Cuerpo Sano outreach program at the dental school and she is a devoted mentor through the Hispanic Dental Association, Buffalo Chapter. The outreach program and her mentoring activities have bolstered the dental school's impact in the Hispanic community. During her residency, Dr. Gonzalez-Stucker plans to evaluate the perceived barriers to career development, promotion and tenure among female dental faculty members in the U.S., followed by the development and establishment of a program that will address the identified issues that directly and indirectly impact the education of female dental health professionals.