ADEA Enid A. Neidle Scholar-in-Residence Program for Women

MILESTONES IN THE ADVANCEMENT OF WOMEN IN DENTAL EDUCATION

Sponsored by Johnson & Johnson Consumer & Personal Products Worldwide, Division of Johnson & Johnson Consumer Companies, Inc.
The American Dental Education Association (ADEA), supported through an educational grant from Johnson & Johnson Consumer & Personal Products Worldwide, Division of Johnson & Johnson Consumer Companies, Inc., funds this program honoring Enid A. Neidle, former President of ADEA (1985-86). Under her leadership, ADEA adopted its policy of promoting the advancement of women in dental education. This program is a unique opportunity for a full-time woman faculty member with a primary teaching appointment in a predoctoral or advanced dental educational program at an ADEA Member Institution to concentrate on issues affecting women faculty.

The Enid A. Neidle program is a cumulative three-month experience at the ADEA office in Washington, D.C. While in Washington, D.C., the scholar gains a distinct perspective on issues facing women faculty including promotion, advancement and tenure policies; entry and re-entry into the workforce; child care and elder care; women’s health, work patterns and advanced education and research opportunities; and other gender-related issues. The scholar has a mentor at her institution. She is also assigned to a senior ADEA staff member and involved in a range of ADEA activities in addition to her principal project.

### ADEA Enid A. Neidle Scholars in Chronological Order

1994  
Kerry Maguire, University of Colorado

1995  
Linda M. Wells, Baylor College of Dentistry

1996  
Susan F. Silverton, University of Pennsylvania

1997  
Deborah Studen-Pavlovich, University of Pittsburgh

1998  
Vicky Evangelidis-Sakellson, Columbia University

1999  
Emrey S. Moskowitz-Porath, Boston University

2000  
Paula E. Nesbitt, Meharry Medical College

2001  
Nina Markovic, University of Pittsburgh

2002  
Mary Lynn Froschle, University of Nebraska

2003  
Wendy S. Hupp, Nova Southeastern University

2004  
R. Denise How, Columbia University

2005  
Mildred A. McClain, University of Nevada, Las Vegas

2006  
Donna B. Grant-Mills, Howard University

2007  
Georgia Dounis, University of Nevada, Las Vegas

2008  
Voly M. Gonzalez-Stucker, University at Buffalo

2009  
Karin K. Quick, University of Minnesota

2010  
Sandra D. Osborne, Howard University

2011  
Michelle Thompson, Meharry Medical College School of Dentistry

2012  
Elena Nazarova, University of Connecticut School of Dental Medicine

2013  
Rosalia Rey, University of Florida College of Dentistry

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Dr. Kerry Maguire was an Assistant Professor at the University of Colorado School of Dentistry in 1994. During her residency, she developed and implemented a comprehensive survey of sexual harassment experiences during dental residency training. She became Director of Professional Advocacy for Tom’s of Maine in 2003 and an Operating Partner in the company in 2004.

Dr. Linda M. Wells was an Assistant Professor in the Department of Public Health Sciences at the Baylor College of Dentistry. During her residency, Dr. Wells examined success behaviors of females in business versus those in education. Currently, she is Assistant Professor and Clinic Director and Chair, Department of Clinical Services, at Marquette University School of Dentistry.

Dr. Susan F. Silverton was an Assistant Professor of Oral Medicine at the University of Pennsylvania School of Dental Medicine. During her residency, she developed the Women's Health in the Dental Curriculum Survey that was distributed to U.S. and Canadian dental schools to discover the existence or level of curriculum content in dental schools women’s health. Dr. Silverton is now the Vice President, Academic (Anglophone Affairs) at Laurentian University in Sudbury, Ontario. She co-authored the 1999 National Institutes of Health report, "Women's Health in the Dental School Curriculum: Report of a Survey and Recommendations."

Dr. Deborah Studen-Pavlovich was an Associate Professor and Director of Predoctoral Pediatric Dentistry at the University of Pittsburgh School of Dental Medicine. During her residency, Dr. Studen-Pavlovich addressed female faculty promotion patterns and postgraduate issues. In 2002, Dr. Studen-Pavlovich was promoted to Professor and Chair of Pediatric Dentistry at the University of Pittsburgh School of Dental Medicine.

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. In 1998, Dr. Evangelidis was Assistant Professor and Director of Restorative Dentistry at Columbia University School of Dental and Oral Surgery. Dr. Evangelidis spent her residency assessing the clinical curriculum changes at Columbia from a procedure-based clinical curriculum to comprehensive care. Her study, “Student Productivity Under Requirement and Comprehensive Care Systems,” was published in the May 1999 issue of the Journal of Dental Education.
Milestones in the Advancement of Women in Dental Education

Dr. Emrey S. Moskowitz-Porath is an Assistant Clinical Professor in the Department of General Dentistry at the Boston University Goldman School of Dental Medicine. During her residency, she conducted a survey of dental patients’ perceptions of women dentists and allied dental personnel in Boston. She also conducted a review of female application and enrollment trends in postgraduate dental programs. Her survey findings were presented at the 2001 ADEA Annual Session & Exhibition. Since her residency, Dr. Moskowitz-Porath has earned an M.P.H. degree and been named a Fellow of the Academy of General Dentistry.

Dr. Paula E. Nesbitt was Acting Chair of the Endodontics Department at Meharry Medical College School of Dentistry. The results of Dr. Nesbitt’s survey during her time as the Enid Neidle Scholar are documented in the August 2003 Journal of Dental Education article, “Work Environment Perceptions of Full-Time Dental Educators: Does Gender Matter?” Dr. Nesbitt currently operates a private practice specializing in children’s endodontic services.

Dr. Nina Markovic 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 was the first dental hygienist-educator to be named an Enid Neidle Scholar. Dr. Markovic’s project had 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 their life spans, and 3) to learn and develop her skills in promoting policy initiatives that address research of women’s oral health concerns.

Dr. Mary Lynn Froeschle is an Associate Professor, Department of Adult Restorative Dentistry, Director of Patient Care, and Director of Continuing Education, University of Nebraska Medical Center College of Dentistry. Dr. Froeschle’s project was 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. 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.

Dr. Wendy S. Hupp is Associate Professor in the Department of General Dentistry and Oral Medicine 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, College of Dental Medicine and Assistant Professor in the Department of Family Medicine College of Osteopathic Medicine, Nova Southeastern University. Dr. Hupp studied the effects of tobacco use on women’s general and oral health and other subjects pertaining to women’s health and women’s oral health.

Dr. R. Denise How was an Associate Professor of Clinical Dentistry and Director, Predoctoral Periodontics, Columbia University College of Dental Medicine. During her residency, Dr. How explored how cultural behavioral patterns affect the teaching environment (especially for women faculty members), the degree to which the teaching environment is affected and proposed solutions.

Dr. Mildred A. McClain is Assistant Professor, Department of Professional Studies, University of Nevada, Las Vegas School of Dental Medicine. Dr. McClain’s project during her residency was, “A Study of Entry and/or Reentry Clinical Practice Challenges and Strategies.” Using SCANS (Secretary’s Commission on Achieving Necessary Skills), Dr. McClain explored the skills necessary for entry or reentry into clinical dental practice. Survey results have been used in the development of curricular course materials to better prepare dental students for private practice.

Dr. Donna B. Grant-Mills was Assistant Professor in the Department of Clinical Dentistry and Principal Investigator for the Robert Wood Johnson Foundation (RWJF) Pipeline, Profession and Practice: Community-Based Dental Education Program at Howard University College of Dentistry. In 2008, she was promoted to Associate Professor and Chair, Department of Dental Hygiene. She is also Co-Investigator for the 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 RWJF. During her residency, Dr. Grant-Mills evaluated the capacity of the ADEA/W.K. Kellogg Minority Dental Faculty Development Program to advance minority women in dental education.

Dr. Georgia Dounis is Assistant Professor in the Clinical Sciences Department at the University of Nevada, Las Vegas School of Dental Medicine. During her residency, Dr. Dounis conducted 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. Her ultimate goal is to expand didactic and clinical content addressing geriatric dentistry in predoctoral and postdoctoral curricula and program development to improve access to oral care for the fastest growing population in the United States, adults over the ages of 65.
Milestones in the Advancement of Women in Dental Education

Dr. Yoly M. Gonzalez-Stucker is Assistant Professor, Oral Diagnostic Sciences, and Clinical Assistant Professor of Periodontics & Endodontics at the University at Buffalo School of Dental Medicine. During her residency, Dr. Gonzalez-Stucker evaluated perceived barriers to career development, promotion and tenure among female dental faculty members in the United States, followed by the development and establishment of a program that addresses the identified issues that directly and indirectly impact the education of female dental health professionals.

Dr. Karin K. Quick is Associate Program Director and Assistant Clinical Specialist at the University of Minnesota School of Dentistry. Dr. Quick’s project addressed respect and trust in dental education. Through a descriptive exploration of ideas, attitudes and intentions, Dr. Quick assessed attitudes of dental professionals with regard to respect. This project was the first phase of research that may link attitudes about respect and trust to professional behaviors, particularly as they relate to integrity.

Prof. Sandra D. Osborne is Instructor in the Department of Dental Hygiene at Howard University College of Dentistry. Professor Osborne’s ongoing project, “Dental Hygiene Educators and Research: Implications for the Advancement of the Profession,” studies dental hygiene educators’ research time.

Professor Machelle Thompson is the Director of Compliance and Safety and Associate Professor in the Department of Dental Public Health at Meharry Medical College School of Dentistry. Professor Thompson’s project created a model for developing and training interprofessional teams that included dentistry, medicine, allied health (specifically, dental hygiene, nursing, nutritionists, physical therapy and occupational therapy) and public health in the promotion of women’s health. The project’s goals were to improve patient health outcomes, reduce unmet healthcare needs and address workforce shortages through collaboration.

Dr. Elena Nazarova is Assistant Clinical Professor in the Department of Reconstructive Sciences at the University of Connecticut School of Dental Medicine. During her in-residence experience, Dr. Nazarova developed a program for dental education institutions to successfully recruit women faculty in specialty areas for teaching in undergraduate and advanced education programs. Dr. Nazarova’s survey of women students in advanced dental education programs addressed the following questions: 1) what are the values of different job factors when considering a career in academic dentistry, 2) what are the expectations of responsibilities and professional growth in academic dentistry, and 3) what are the obstacles or concerns graduates have when making a decision to join academic dentistry. Study results will help existing ADEA Women Liaison Officers at the dental schools continue their work in creating a nurturing environment for women faculty and help improve the effectiveness of teaching.

Dr. Rosalia Rey, the 2013 Scholar, is Clinical Assistant Professor in Restorative Dental Sciences at the University of Florida College of Dentistry. During her residency, she studied the factors that result in low numbers of underrepresented minorities (URM) and minorities entering academic dentistry. Her study, “Dental Students’ Perceptions of Academic Dental Careers,” examined how and why these dental students make decisions about whether or not to pursue a dental academic career.