LEANING IN:

A New Era of Women Leaders
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Teresa A. Dolan, D.D.S., M.P.H.
Leading Conversations
Webinar Series

Dr. Kathryn A. Atchison
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Vice Provost, New Collaborative Initiatives
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Dr. Teresa A. Dolan
Vice President and Chief Clinical Officer at DENTSPLY International, Inc.
Professor and Dean Emeritus, University of Florida

Dr. Eugene Anderson
Chief Policy Officer and Managing Vice President
American Dental Education Association
“Today, the materials and skills from which life is composed are no longer clear. It is no longer possible to follow the paths of previous generations. This is true for both men and women, but it is especially true for women. …

“Our lives not only take new directions; they are subject to repeated redirections, partly because of the extension of our years of health and productivity. … Many of the most basic concepts we use to construct a sense of self or the design of a life have changed their meanings:

“This Book is not a memoir, although I have included stories about my life. It is not a self-help book, although I truly hope it helps. It is not a book on career management, although I offer advice in that area.”
Dual Careers:

• Are tough!
• Require ongoing communication and attention.
• Often involve cooperation and taking turns.
• Involve supportive partners for men and women to succeed.
Total United States Dental School Enrollment, by Gender
2002-03 to 2012-13

Source: American Dental Association

Total Male Enrollment

Total Female Enrollment

7,410     7,775     8,015     8,237     8,431     8,627     8,848     9,057     9,288     9,768     10,240
10,247    10,203    10,300    10,373    10,607    10,715    10,854    10,995    11,064    11,374    11,613
Women in Leadership Positions in Academic Dentistry

- Thirteen of 65 (20%) deans are women. Half have been appointed in the past 18 months.
- A total of 98 (24.2%) chair positions are held by women.
- Dental education has seen the greatest progress in the advancement of women to top leadership positions at institutions for the health professions.
- The ADEA Board of Directors is more than 50% women; with a woman serving as chair.
Does Diversity Make a Difference?

- Diverse classrooms enhance learning.
- Diverse board rooms lead to enhanced strategic thinking and more effective decision-making.
Wage Gap Among Millennials

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<tr>
<th>Field</th>
<th>Women</th>
<th>Men</th>
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<td>Social Science</td>
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Women | Men
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Social Science | $35,000 | $47,320
Engineering | $65,517 | $68,000
4 Years out | $42,000 | $51,000

AMERICAN DENTAL EDUCATION ASSOCIATION
Gender Wage Gap: Medicine and Dentistry

Adjusted average earnings by occupation

- Male physicians
- Male dentists
- Female physicians
- Female dentists
- Male/female non health workers

Women’s Hesitation to Negotiate

Can We Talk?
A survey of 291 men and women selected to match U.S. census demographics demonstrate women’s hesitation to negotiate.

Negotiation Skills

• The best way to get something? Ask

• Know what you are worth, and what you want.
  – Understand your value in the marketplace.
  – Do your homework.
  – Decide what is important/non-negotiable.

• Don’t take negotiations personally.
  – Don’t worry about spoiling relationships by boldly negotiating.

• Negotiate things beyond base pay.
  – Faculty assignment, lab set-up, benefit package.
Career Development and Leadership Training

• Organizational perspectives.
• Finance.
• Emerging issues in leadership.
• Academic health center administration.
• Personal and professional development.
A Career Strategy

- Set clear goals.
- Reach out to supporters.
- Build and exercise influence.
- Execute relentlessly!

Source: A Campaign Strategy for your Career (Nov. 2012 HBR)
“I have written this book to encourage women to dream big, forge a path through the obstacles, and achieve their full potential. I am hoping each woman will set her own goals and reach for them with gusto. … As we start using the talents of our entire population, our institutions will be more productive, our homes will be happier. …”
Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

Margaret Mead, U.S. Anthropologist (1901–1978)