WOMEN IN THE ACADEMY:
PITFALLS AND PROMISE

Jeanne Craig Sinkford, D.D.S., Ph.D.
93rd General Session & Exhibition
of the International Association for Dental Research
Boston, Massachusetts, U.S.A.
March 11–14, 2015
ADEA* WOMEN PRESIDENTS

N=7

Nancy Goorey 1977-1978
Enid A. Neidle 1986-1987
Linda Rubenstein DeVore 1994-1995
Lisa Tedesco 1996-1997
Pam Zarkowski 2002-2003
Paula Freidman 2004-2005
Sandra Andreau 2011-2012

* Founded 1923- American Association of Dental Schools
DENTAL SCHOOL FIRST-TIME ENROLLEES BY GENDER, 2000-2010

- Men
  - 2000: 2,516
  - 2001: 2,445
  - 2002: 2,491
  - 2003: 2,530
  - 2004: 2,564
  - 2005: 2,544
  - 2006: 2,608
  - 2007: 2,609
  - 2008: 2,673
  - 2009: 2,599
  - 2010: 2,686

- Women
  - 2000: 1,656
  - 2001: 1,791
  - 2002: 1,869
  - 2003: 1,980
  - 2004: 1,891
  - 2005: 1,997
  - 2006: 1,991
  - 2007: 2,004
  - 2008: 2,120
  - 2009: 2,269
  - 2010: 2,260
## Women in Dentistry in the U.S.A

<table>
<thead>
<tr>
<th>Women</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Students</td>
<td>47%</td>
</tr>
<tr>
<td>Advanced Programs</td>
<td>41%</td>
</tr>
<tr>
<td>Faculty (Full and Part time)</td>
<td>32%</td>
</tr>
<tr>
<td>Dental Practice</td>
<td>20%</td>
</tr>
<tr>
<td>Dental Deans (N=14)</td>
<td>22%</td>
</tr>
<tr>
<td>Dental Hygiene (Students)</td>
<td>96%</td>
</tr>
</tbody>
</table>

*Source: American Dental Association, Survey Center*
Gender Diversity in Dental School Leadership

Women Continue to Make Gains in Dental School Positions

Of the current 65 U.S. dental school deans, 14 are women.

In the past 2 years, 28 new deans have been appointed. Of those, 10 were women.

Source: American Dental Education Association
## Women in Research Leadership

<table>
<thead>
<tr>
<th>Institution</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Alabama at Birmingham School of Dentistry</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>Boston University Henry Goldman School of Dental Medicine</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University at Buffalo School of Dental Medicine</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University of Connecticut School of Dental Medicine</td>
<td>Principle Investigator</td>
</tr>
<tr>
<td>Dalhousie University Faculty of Dentistry</td>
<td>Assistant Dean for Research</td>
</tr>
<tr>
<td>East Carolina University School of Dental Medicine</td>
<td>Associate Dean for Research Innovation and Discovery</td>
</tr>
<tr>
<td>Georgia Regents University College of Dental Medicine</td>
<td>Dean</td>
</tr>
<tr>
<td>Howard University College of Dentistry</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>Meharry Medical College School of Dentistry</td>
<td>Past Dean and Research Professor</td>
</tr>
<tr>
<td>University of Detroit Mercy School of Dentistry</td>
<td>Director for Research</td>
</tr>
<tr>
<td>University of Michigan School of Dentistry</td>
<td>Dean</td>
</tr>
<tr>
<td>University of Michigan School of Dentistry</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University of Missouri – Kansas City School of Dentistry</td>
<td>Associate Dean for Graduate Programs &amp; Research</td>
</tr>
<tr>
<td>University of Nebraska Medical Center College of Dentistry</td>
<td>Dean</td>
</tr>
<tr>
<td>University of Nevada School of Dental Medicine</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University of North Carolina Chapel Hill School of Dentistry</td>
<td>Dean</td>
</tr>
<tr>
<td>Nova Southern University College of Dental Medicine</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>The University of Texas School of Dentistry at Houston</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University of Utah School of Dentistry</td>
<td>Associate Vice Provost for Research</td>
</tr>
<tr>
<td>Virginia Commonwealth University</td>
<td>Director of Research Management</td>
</tr>
<tr>
<td>University of Washington School of Dentistry</td>
<td>Associate Dean for Research</td>
</tr>
<tr>
<td>University of Florida College of Dentistry</td>
<td>Dean</td>
</tr>
<tr>
<td>University of Illinois at Chicago</td>
<td>Associate Vice Chancellor for Research and Associate Dean</td>
</tr>
</tbody>
</table>
An Analysis of the Comparative Promotions and Career Processes of Men and Women Pre-, During, and Post- U.S. Dental School Deanships

Dr. Tammy J. Williams
The George Washington University

Committee Members:
Sharon A. McDade, Ed.D., Chairperson
Page S. Morahan, Ph.D.
Richard G. Weaver, D.D.S.
Salvatore R. Paratore, Ph.D.
Jeanne C. Sinkford, D.D.S and Ph.D.
ADEA Policies and Practices That Support the Advancement of Women

1. Inclusive **policy for admission** of women and minorities (A.5)
2. Inclusive **policy for retention** of women and minorities (A.5)
3. Gender Specific Academic Policies:
   - Clinical Competencies (6.1; Patient Care)
   - Curriculum Women’s Health (13); 2012
   - Sexual Harassment Policy (B.7)
   - Gender equity in R, R and Promotion (D.4)
   - Forms of Research (G)
4. Women’s Affairs Advisory Committee (WAAC)
5. Network- Women Liaison Officers (WLOs)
ADEA Recommended Leadership Training Opportunities

- ADEA Leadership Institute
- Executive Leadership/ELAM
- Enid A. Neidle Program
- Bryn Mawr Summer Institute
- American Council on Education Fellowship
- RWJF Health Policy Fellowship
- Harry Bruce Legislative Fellowship
- William J. Gies Education Fellowship
Gender Breakdown of ADEA Leadership Institute Alumni

- Female: 143 (46%)
- Male: 166 (54%)

Source: American Dental Education Association, ADEA Leadership Institute, 1999-2015
Self-Identified Areas for Which Enid A. Neidle Fellows Sought Mentoring from ADEA or Parent Institution

N=14
- Survey instrument design
- Data analysis and reporting
- Resume review and revision
- Institutional conflict and resolution
- Financial considerations
- Academic promotion
- Return/refocus
- Mentoring resources
- Career Coaching
- Process of curriculum development
- Career/life balance
- Systems change
- Problem-solving
- National/International perspectives
- Advocacy and legislation
- Role of corporate partnerships
- Research and administrative tool

* Fellows were not asked to rank the areas in order of priority.
ENID A. NEIDLE PROGRAM

Intervention Strategies

- Enhance writing skills for peer review
- Use of mentor networks
- Use of resume as a career development tool
  - Focus on objectives
  - Measure and record progress
- Change behaviors (Continuous Improvement)
  - Collaborative Competency
  - Time Management
Pitfalls to the Advancement of Women in Academic Careers

- Complacency/Backlash
- Old Boys Network
- Career Stereotypes—focus and intent
- Silence—Reluctance to confront
- Gender Bias
- Institutional Leadership and Culture
Game Changers Affecting Health and Health Outcomes

1. Aging population worldwide
2. Shift to Chronic Disease Management
3. Digital Learning in education and outcomes evaluation
5. Systems Approach to Health involving, Biomedical, IT and Engineering
6. Patient Centered Care and Involvement in Their Care
Promise and Opportunity

- Strengthen the academic pipeline in STEM services for girls; Recruitment and Role Models
- Build Collaborative Competency that is required for IPE and Team Based Care
- Develop mentor networks
- Realize the value of formal leadership training such as: ADEALI, ELAM, etc.
- Be involved in new science and translational research opportunities
Closing

There is room for optimism when we see the ADEA Council of Deans being led by women (60%) and 35% of the Research Leadership positions in U.S. dental schools now being held by women!

Thank You!
Reference and Suggested Reading
