



## 2006-2007 ADEA Strategies for Women's Programs

### Center for Equity and Diversity (CED) Efforts to Support the Advancement of Women in Dental Education:

1. *ADEA/Pfizer Inc/Enid A. Neidle Scholars Program*. This fellowship provides the opportunity for a female faculty member to spend a cumulative three-month period in the central office working on gender-related issues that have personal and professional benefits. Ten individuals (one scholar per year) have benefited from this program since its inception in 1994. Academic profiles are being maintained on the progress of the scholars and their contributions to the institutions that sponsored their fellowships.
2. *Women Liaison Officers*. This program was instituted to improve the academic environment for female faculty, staff, and students by designating a point person in each school whose efforts are directed toward information exchange, networking, and mentoring. The first Women Liaison Officers (WLOs) were appointed by the dental school deans in 1992, and in 2005-06, fifty-two (93%) schools have WLOs. The WLO dental model is patterned after the AAMC/WLO model that continues to exist in medical schools throughout the United States. The WLO listserv was added in 1997 to improve communication.
3. *Women Administrators' Breakfast at the ADEA Annual Deans' Conference*. This sponsored event provides a valuable networking opportunity for women administrators at dental schools. There are now 10 women deans; (18% of U.S. dental deans). The value of this continued activity will be considered.
4. *Third International Women's Leadership Conference*: Theme "Global Health Through Women's Leadership." This global professional experience for all dental educators, practitioners, and researchers who educate, mentor, and work with women was held in tandem with the Federation Dentaire International Conference in Montreal, August 28-30 2005. The conference included internationally renowned speakers, workshops, and networking opportunities sponsored by ADEA with the co-sponsorship of 19 major dental associations and major financial support from the Procter & Gamble Company. Twenty-one countries and five continents were represented in Montreal. Proceedings are expected to be published as a supplement to the *Journal of Dental Education* in the Fall, 2006.
5. *Women's Health Information Network (WHIN)*. This new initiative resulted from the First Women's International Leadership Conference, in 1998. With planning funding from the Procter & Gamble Company, the network concept is expected to provide women's health/oral health information using computing technologies that link with other women's health data resources and contribute to curriculum changes regarding women's health/women's oral health. An interim report that includes web-based information regarding women's health and women's oral health has been completed. Funds will be sought to continue the original concept.

6. *ADEA Annual Session*. Numerous aspects of the ADEA Annual Session, to be held in Orlando, Florida, 2006 focused on women's issues and professional development. These range from the "Evening Plenary on Gender Issues," featuring a nationally renowned speaker, to programs, symposia, and meetings. The speaker for the 2006 Discourse and Dessert was Dr. Jocelyn Elders, former U.S. Surgeon General.
7. *Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM)*. Since the first dental fellows in this program were admitted in the class of 1996-1997, thirty-five dental women academicians have been admitted to this prestigious leadership program for women. Twenty-seven (50%) of U.S. dental schools have had ELAM Fellows as compared with 84% of U.S. medical schools with ELAM Fellows.
8. *Other Leadership Development Opportunities*. In addition to the ELAM program and ADEA's own leadership programs\*, dentistry has benefited from other major leadership programs for women such as the Bryn Mawr Summer Institute, the American Council on Education (ACE) Fellows Program, and the SELAM Continuing Education Program-Leadership Focus. The ADEA Leadership Institute, founded in 2000, has had 50 women fellows to date.
9. *Women's Affairs Advisory Committee (WAAC)*. This six member committee serves in an advisory capacity to the ADEA Board of Directors with regard to planning and programming for the advancement of women in dental education. Two members from the ADEA Board of Directors serve as liaisons to this committee. Appointees from the ADEA Board for 2006-2007 are: Dr. Christopher S. Arena (Vice President for Students) and Dr. Ronald J. Hunt (Vice President for Deans).

\*sponsored by Center for Educational Policy and Research (Summer Program 1994-1998. ADEA Leadership Institute 1999-Present)