

AAO Foundation Award Final Report

Principal Investigator	Gregory J. King, University of Washington
Co-Investigator	Christine Riedy, Harvard University
Secondary Investigators	David Covell, Oregon Health Science University Greg Huang, University of Washington Douglas Ramsay, University of Washington Emile Rossouw, University of North Carolina Glenn Sameshima, University of Southern California Tom Southard, University of Iowa David Turpin, University of Washington Katherine Vig, The Ohio State University Timothy Wheeler, University of Florida Leslie Will, Boston University
Award Type	Educational Innovation Award
Project Title	Building a Mentorship Network for Orthodontic Educators
Project Year	07-01-2012 to 06-30-2013
Institution	University of Washington
Summary/Abstract (250 word maximum)	Severe shortages of qualified orthodontic educators exist today. Efforts to address this crisis have primarily focused on faculty development grants and postdoctoral fellowships with some success but methods to guide junior orthodontic faculty through the multiple challenges they face in developing their careers have not been explored. This planning grant sought to examine broadly the specific issues that impact orthodontic junior faculty recruitment, development and retention using focus groups of multiple stakeholders and follow-up questionnaires; to use these data to create a manual of procedures that would articulate the mission, organizational structure and processes basic to a mentorship network and to provide problem-solving advice specific to the principal problems that were identified by the focus groups and questionnaires; and to identify a leadership group that would administer a mentorship network. Future plans are to operationalize the network if sources of stable long-term funding can be identified.

<p>Were the original, specific aims of the proposal realized?</p>	<p>Aims 1 and 2: to identify broadly the multiple factors impacting the faculty shortage using focus groups and questionnaires; and to develop a manual of procedures that could be followed by a national mentorship network were fully realized. The manual of procedures, along with the data derived from the focus groups and questionnaires (see the appendices of that document) can be found in the file attached to this report. Work on aim 3, to identify a leadership group to administer a mentorship network, was delayed for two reasons: 1) Obtaining medium-term commitments from individuals to work in a mentorship network requires a stable source of funding for an extended period of time and this was not yet assured. 2) Alternatively, we began a conversation with the University of Michigan group, which also was working on an AAOF-funded planning grant to address the faculty shortage by conducting workshops and developing educational materials online. We felt our efforts might best be combined if such a program were to be implemented. We expect to achieve aim 3 when and if a source of stable funding for a longer period can be obtained and implementation can proceed, in collaboration with the Michigan group.</p>
<p>Were the results published? If not, are there plans to publish? If not, why not?</p>	<p>Manuscript in preparation: Everett, Riedy and King, <i>Issues Impacting the Faculty Shortage in Orthodontics</i>. This paper will report the results of our focus groups and follow-up questionnaire.</p>
<p>Have the results of this proposal been presented? If so, when and where? If not, are there plans to do so? If not, why not?</p>	<p>The results of this proposal have not yet been presented. We hope to be able to do that at a future Society of Educators or ADEA conference. If the AAOF elects to support an implementation plan that combines the efforts of the two funded planning projects, we intend to make a presentation of these findings to the investigators.</p>
<p>To what extent have you used, or how do you intend to use, AAOF funding to further your career?</p>	<p>As an established orthodontic educator with a 40-year career in academics, furthering my own career is not applicable. However, it is the intent of this initiative to further the careers of multiple young orthodontic</p>

	educators by providing much needed mentoring.
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Additional documentation to this report included as separate files:

1. Rosters of participants in the four **Focus Groups** consisting of junior faculty, departmental administrators, leaders in the orthodontic profession who have worked on the shortage problem, and potential mentors. Each group listing is contained under a separate tab on this spreadsheet.
2. A **Listing of Orthodontic Junior Faculty in the US and Canada** as of 2013 (These names were obtained from the Department Chairs or their designated representatives. Additional names and contact information were obtained by reviewing faculty listings in departmental websites. All of those listed were invited to participate in the follow-up questionnaire). The response rate was 68% and therefore considered to be representative.
3. A **Mentorship Network Manual** that lays out the details of how such a network could function and be successful. This document was created in collaboration with the co-investigators of this planning grant.