

# **Women in Clinical Academia:** *Need for Career Planning*

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# Gathering the evidence

- Staffing profile in dental schools
- Workshop with senior women in all branches of dentistry
- Focus groups with current students
- Paired questionnaires with senior academics
- Questionnaire survey of vocational trainees

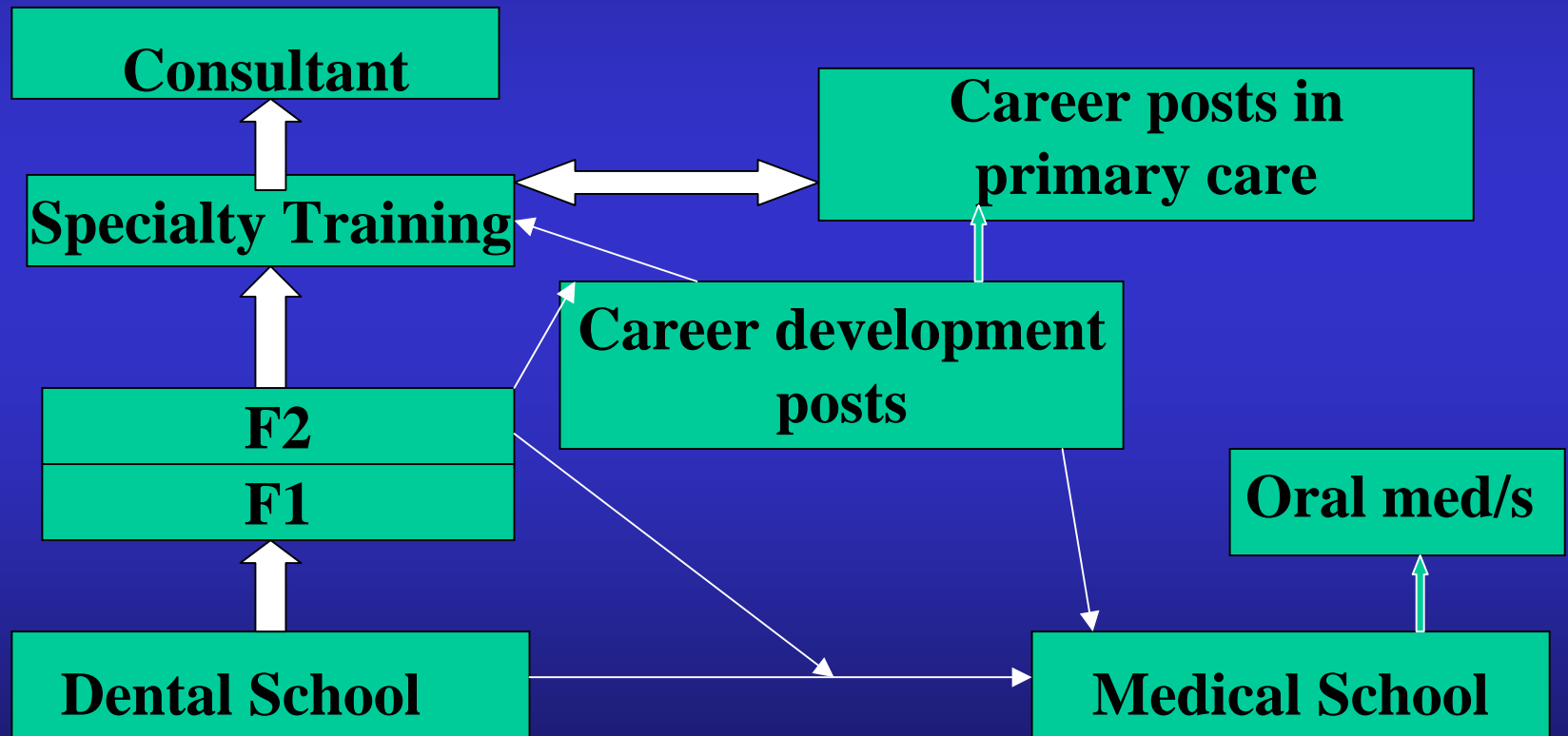
# Key common theme

- **Lack of career planning among senior women**
  - Serendipity
  - Role of influential figures
- **Mirrored by lack of awareness of career options among young women**
  - Unclear about clinical academia

# Modernising Dental Careers

- Unlike medicine, graduation from a UK Dental School is combined with registration with the GDC
- 1-year Vocational Training is organised by the Postgraduate Dental Deans, mainly in primary care
- 2-year programmes are available & moving now to F1 and F2

# Career paths: *From Dental Foundation Training & Learning Portfolio*



# Initial results from survey of Dental Vocational Trainees (1)

- Only 4% wanted to be a university lecturer
- **However,**
  - 29% wanted to study both for a higher degree and further clinical qualifications
  - with 36% interested in teaching dental students

# **Initial results from survey of Dental Vocational Trainees (2)**

- An equal minority of men and women said they would like to work part-time, but 21% of women were undecided**
- Average debt was £21,000 & this cohort entered before £3,000 annual fees**

# Need Career Planning

- Still a new concept for clinical graduates
- Historically, clinical academics in dentistry “made their way through” various paths
- However, primary care has changed, salary differences & debt are increasing, work-life balance an issue, academia less attractive

# Practical Proposals

- **Closer work between Dental Schools & Deaneries**
  - Walport will make a small contribution but we need jointly funded dental clinical lectureships in all Dental Schools
  - All Dental F2 posts should have opportunities for academic experience analogous to F2 in Medicine
  - Need clear pathway to dental academic posts & advice on career planning

# **In conclusion**

- **Thanks to all my dental colleagues across the UK who have contributed to this review**
- **Let's continue to work together to develop both women and men into academic careers**