

AAO Foundation Award Final Report
(a/o 2/12/08)

Principal Investigator	Steven J. Lindauer
Co-Investigator	Sheldon L. Peck
Secondary Investigators	
Award Type	Biomedical Research Award
Project Title	Orthodontic Faculty Recruitment and Retention: Goals and Perceptions
Project Year	2002 - 2003
Institution	Virginia Commonwealth University
Summary/Abstract (250 word maximum)	<p>A crisis in orthodontic education exists today due to a shortage of qualified individuals seeking to pursue careers in academic orthodontics. 35% of orthodontic graduate programs in the United States report having at least one vacant faculty position. Previous studies have identified several factors that contribute to the current shortage. The purpose of this study was to quantify and compare real and perceived differences in income, workload, and other qualitative characteristics, between academic and private practice orthodontists.</p> <p>Orthodontic faculty, private practitioners, and residents were surveyed and their answers were compared statistically. Faculty annual income was less than one-half that of geographically- and experience-matched private practitioners. Faculty reported working an average of 25% more hours per week and income-per-hour for full-time faculty was less than one-third that of their private practice colleagues. In addition, faculty perceived that they experienced more stress, encountered more bureaucracy, received less respect, and had a more difficult time achieving board certification than private practitioners. Despite these findings, both faculty and private practitioners reported high levels of satisfaction in their respective jobs.</p> <p>Orthodontic residents were better attuned to the differences between academics and private practice than were faculty or private practitioners themselves. Residents perceived that it would take an average of 67% longer to payoff their educational debt in a faculty position than in private practice. It is in the best interest of orthodontics to resolve the crisis in education if it is to maintain its well-respected status among dental and medical specialties.</p>
Were the original,	There were 3 Specific Aims of the project. The first was to compare

<p>specific aims of the proposal realized?</p>	<p>real and perceived compensation between academic and private-practice orthodontists. The second was to compare real and perceived work-effort between academic and private-practice orthodontists. The third was to compare perceptions regarding other factors between academic and private-practice orthodontists. These 3 aims were met by the study.</p>
<p>Were the results published? If not, are there plans to publish? If not, why not?</p>	<p>Lindauer SJ, Peck SL, Tufekci E, Coffey T, Best AM: <i>The Crisis in Orthodontic Education: Goals and Perceptions</i>. Am J Orthod Dentofacial Orthop 124: 480-487, 2003.</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 study have been presented at local and regional meetings including the Angle North Atlantic Component Meeting, Las Vegas, 2003; University of Alabama, Birmingham, 2003; and the Southern Association of Orthodontists Annual Meeting, Savannah, GA, 2002.</p>