



Academy of Prosthodontics 2025 Annual Scientific Session
The Westin Kierland Resort and Spa, Scottsdale, AZ | May 28-31, 2025

Program Speaker – Effie Ioannidou, DMD, MDSc

Title

Beyond the Glass Ceiling: The Playbook for Gender Parity in Dental Academia

Abstract

Despite the increasing number of women entering dentistry, gender disparity in dental academia remains deeply entrenched. Women make up a significant portion of dental school graduates, yet they are underrepresented in leadership roles, struggle with slower promotions, and face persistent salary gaps. The glass ceiling in academia prevents many from reaching the highest ranks of deanship, department chairs, and full professorships. Meanwhile, the sticky floor keeps others trapped in lower faculty positions with limited career progression. To achieve gender parity, dental institutions must go beyond performative diversity efforts and implement bold, systemic changes. From transparent promotion pathways to equal access to funding and leadership training, the solutions exist but require institutional commitment and cultural shifts.

Learning Objectives

- Describe the current gender data in dental academics.
- Identify the barriers, including the glass ceiling and sticky floor.
- Identify key strategies on culture shifts, commitment, policy development, and transparency

Biography

Dr. Effie Ioannidou is a clinician scientist with training in Periodontology. Her research addresses clinical and translational questions on the anti-inflammatory effect of periodontal interventions in systemic health and chronic kidney disease. She has recently led a multicenter team of investigators to explore systemic antibiotic prescribing patterns in combination with periodontal therapy. Recently, she developed a new line of research focusing on the intersection of sex and gender in oral inflammatory diseases. Dr. Ioannidou is passionate about rigor and transparency in clinical research and is a proponent of high-quality scientific reporting and clinical trial registration. Dr. Ioannidou graduated from the School of Dentistry, Faculty of Health Sciences of the Aristotle University of Thessaloniki, Greece. She completed her advanced training in Periodontology and Master's in Dental Sciences at UCONN Health School of Dental Medicine. She received additional training in clinical research at the University of Washington in Seattle. Dr. Ioannidou is a tenured Professor and Chair of the Department of Orofacial Sciences at UCSF. She led in founding the IADR Women in Science Network. She is currently the AADOCR President. She served as the Associate Editor of the JDR Clinical and Translational Research until June 2023. Dr. Ioannidou is the Editor-in-Chief of the *Journal of Periodontology* and the *Clinical Advances in Periodontics*. She is an AADOCR and AAAS Fellow.