

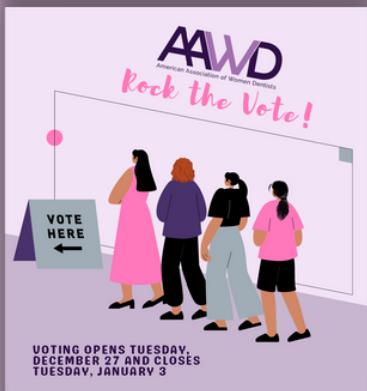


# THE CHRONICLE MONTHLY

THE OFFICIAL PUBLICATION OF THE  
AMERICAN ASSOCIATION OF WOMEN DENTISTS



## highlights



@womendentists

## MERRY CHRISTMAS AND HAPPY NEW YEAR FROM OUR AAWD FAMILY TO YOURS

Dear colleagues and friends,

As the holiday season approaches, the AAWD board of directors and national staff would like to take a moment to extend our warmest wishes to you and your loved ones.



This year has been a challenging one for all of us, but we hope that the spirit of Christmas brings you joy and comfort during this festive time. We are grateful for your hard work and dedication throughout the year and look forward to continuing to work together in the new year.

May your holiday be filled with love, laughter, and good cheer.

Sincerely,

AAWD Board of Directors and Staff



**Rock the Vote!**  
**VOTING OPENS TUESDAY, DECEMBER 27**  
**AND CLOSSES TUESDAY, JANUARY 3**



The process of nominating and selecting a slate of candidates for a nonprofit board can be a complex and important task.

Following AAWD guidelines and bylaws, the nominating committee carried out a well-planned and thoughtful process for developing the slate of candidates to ensure that AAWD has a diverse and effective group of leaders who are committed to advancing our mission. We are excited to introduce you to these candidates again on the following pages and assure you that we have selected a diverse, passionate, and talented slate of candidates to carry AAWD into the next 100 years and beyond.

## DIRECTOR OF MEMBERSHIP AND CHAPTERS DR. BRITTANY MCCROREY, DDS, MPH

I completed dental school at Meharry, where I was an active member of my AAWD chapter. I completed my residency at BronxCare General Practice Residency Program, serving as chief resident. I am now a full-time attending and Associate Director of the GPR Program. I also serve as Performance Improvement Compliance Officer for the hospital's department of dentistry and Clinical Site Director for the Dental Special Care Clinic.

I have presented at the National Oral Health Conference, focusing on how COVID affected recent graduate attitudes towards dentistry and serve as a peer-reviewer for ADEA. In addition to AAWD, I am active in the Academy of General Dentistry, Bronx County Dental Society, and the Meharry Mentoring Program.

I value the connection and comradery I received from AAWD during dental school and beyond. I want to pay it forward and help other women experience the same benefits from AAWD that I have received. I'm a good fit for this role because I am goal-oriented, detail-oriented, and organized. Also, my access to residency programs and young alumni will be a great place to start growing membership.

I see the Director of Membership and Chapters position as a position for the people: we can't have an organization without members. My goals are to develop creative ways to recruit and retain members through membership drives, more visibility on social media, and members-only activities.



## SECRETARY/TREASURER DR. AMBIKA SRIVASTAVA, DMD, MPH

I am a recent graduate from the University of Mississippi Medical Center School of Dentistry, where I was an active member of AAWD, serving as chapter Secretary and Treasurer. I currently split my time between Birmingham, AL, where I serve as adjunct faculty at the University of Alabama Birmingham, and Kodiak, AK, where I work in public health and access to care programs.

The most impactful event that inspired my desire to serve was a local AAWD chapter conference in Mississippi during which each AAWD member chose a dental student to sponsor. My sponsor gave me gifts that I still use to this day and that serve as a daily reminder of the support and confidence I gained from AAWD during dental school.

I currently serve on the Smiles for Success Grant Writing Committee, which, in combination with my prior role as chapter Secretary/Treasurer, has helped me learn and grow the skills that I hope to continue to nurture on the AAWD National Board.

My dental experiences over these short years since graduation and in dental school as a "Covid graduate" give me a unique perspective on dentistry that will be the norm for future dentists. I look forward to working with student dentists and the AAWD community to enhance and grow the support I received from AAWD as a student.





## PRESIDENT - ELECT DR. ROYA ZANDPARSA

I am a clinical professor and biomaterial course director at the department of prosthodontics at Tufts University and lecturer at Harvard Dental School. I serve as VP of Innovation, Training, and Development at one of the dental partner organizations. I also started my own company, Expert Dental Advisory, because I've dedicated my life to dentistry and I take pleasure in helping other dentists succeed.

I completed my education at NYU (masters in prosthodontics and biomedical sciences), Harvard (1 year fellowship in the implant program), and Tufts (DMD). I also completed an academic leadership fellowship through ADEA and hold certifications in Entrepreneurship and Innovation.

I currently serve as chair, president, and immediate past president of the American Academy of Dental Science, the first women to hold the president position in the organization's 155 year history. I participate in strategic planning for Tufts, leading a 14-member student and faculty team to develop the strategic plan.

Female representation in general dentistry and prosthodontics continues to grow, creating even more need for this association that supports and mentors women in dentistry. My goals are to use my experience to help AAWD grow and continue to be the leading resource for advancing and connecting women dentists across the country and beyond. I want to increase local chapter membership and involvement by creating opportunities to engage members. I also want to build corporate partnership, which is something I have vast experience with in my role in AADS

As president-elect, I will bring many resources to help grow membership and corporate partnership as well as supporting the Smiles for Success Foundation.

## PRESIDENT DR. ISABEL RAMBOB



I received my dental degree and practiced for 5 years in Brazil before moving to the US, where I earned advanced degrees from NYU and Howard. I have served as a University of Maryland school of Dentistry educator since 2009.

In addition to teaching, I work to advocate for special needs patients. I teach a course in behavioral dentistry, which is a behavior science covering communication skills, conflict management, trauma informed care, teambuilding, etc. I also serve as Director of the University of Maryland Domestic Violence Clerkship, which provides free dental care to female victims in domestic violence situations through referrals from local shelters in Baltimore.

I have vast leadership and advocacy experience, chairing and co-chairing several programs and organizations. I have served on several University of Maryland search and recruitment committees and event planning committees. I have also served on several boards and committees, including AAWD's Website Committee.

In addition to my work in dentistry, I am a certified mediator and certified in digital marketing. My business, Rambob Training Services, focuses coaching and training on interpersonal communication and teambuilding.

In this role, my primary goal is supporting women in dentistry. We see the number of female dentists increasing, but that representation has not yet translated to leadership positions. We still see fewer female than male speakers at dental conferences and events, and it is essential to continue the work to advance women not only in dentistry in general, but in dental leadership. AAWD offers these women a platform and voice that they may not have an equal chance of receiving in other dental organizations.

In this position, I hope to honor the legacy of the leaders that came before me and build on the already established strength of the organization. I am a collaborative leader, and my goal is to work with fellow board members to establish a shared vision for 2023. One thing I think is important is encouraging and supporting self-care among our dental colleagues. I hope to increase involvement through monthly listening sessions that provide a forum to discuss challenges and successes in our field and an opportunity to get advice and support from the organization and its amazing membership.





**Rock the Vote!**  
**VOTING OPENS TUESDAY, DECEMBER 27**  
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On behalf of the AAWD Board of Directors, the officers wish to thank our members for attending the Annual Membership Meeting held virtually on December 7, 2022. Despite a year of controversy, minimal volunteer participation, and unexpected resignations, the Board of Directors has nominated, and submitted for a membership vote, an excellent slate of officers uniquely qualified to lead AAWD out of conflict and into a stable, secure future.

The AAWD Board expresses appreciation to our 2023 officer candidates for their willingness to serve and their presentations at the 2022 Annual Membership Meeting. Following the Membership Meeting, several members expressed discontent over the election process, the nominations, and the meeting. In the spirit of transparency, trust, and stability, the following 2022 AAWD Election Frequently Asked Questions are presented to give context to the election and perspective to the state of the Association.

## FAQs

### What is the result of a "No" vote on the slate of candidates?

A "No" vote on the slate of candidates will have a disastrous effect on the immediate future of AAWD. The process to nominate a new slate of candidates will take months. Our well vetted candidates may withdraw. AAWD will be without a president or president-elect for months. News of continued conflict and leaderless elections will influence AAWD's position relative to industry leaders like ADA and sponsors like Bank of America.

### What is the result of a "Yes" vote on the slate of candidates?

A "Yes" vote on the slate of candidates will lead AAWD into a new era. New leadership will take the helm and immediately start to move AAWD out of this dark period of stress and self-destruction. AAWD will grow under new leaders with new governance skills, deep business knowledge, wide-ranging experience, and international perspective.

### What is the plan to grow membership and corporate sponsorship? Will you publish the candidate's answers to questions in the Chronicle?

Dr. McCrorey: My goals are to develop creative ways to recruit and retain members through membership drives, more visibility on social media, and members-only activities.

Dr. Srivastava: As a recent graduate myself, my goal is to focus on retaining members beyond graduation as well as attracting new student members through the same types of support I received as a student.

Dr. Zandparsa: I plan to increase membership by focusing on local chapters that can create opportunities to engage members and create local support systems. I have vast experience fundraising through corporate donors, including recently raising \$21,000 from just a couple of companies to fund an event for AADS. I look forward to using that experience to help AAWD grow. I would also like to use our educational platforms (the webinars, podcasts, and social media) to create more awareness and establish more networking events to attract new members and to reach out to our previous members that have not been actively involved! It's really important to find ways to retain our existing members as well.

Dr. Rambob: My plan to both retain and increase membership is to build upon what past leaders have established to give women a platform that enables them to advance not only in dentistry but also in dental leadership. I want to increase involvement with member listening sessions, establishing regional AAWD ambassadors, and creating a "Bring a Friend" Program, benefits that are likely to attract members both young and old. My plan to increase corporate sponsorship is to strengthen the relationships with existing partners and expanding members' perks. I will also tap into the power of my robust network to attract new sponsors. It is also important to tell the AAWD story in a compelling way to attract both members and sponsors. My overall vision for AAWD is VISIBILITY | CONNECTION | RELEVANCE | IMPACT.



## Rock the Vote!

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### How were the candidates nominated and vetted?

All members can nominate candidates to serve on the Board of Directors. The call for nominations was sent to members. Several nominations were not considered because they did not meet basic eligibility requirements like current membership. The qualified candidates were evaluated based on the published requirements:

- Candidates must be willing to commit time, assume responsibility, and participate in meetings and AAWD activities.
- Bring a sense of entrepreneurial spirit and energy to the office.
- Demonstrate appropriate experience for the nomination such as previous AAWD leadership, industry or other non-profit board positions, or substantial charity or community service.
- For President and President-Elect, candidates are expected to have served on the AAWD Board of Directors or served in an equal capacity as an officer of another association or industry board, and have experience managing a profit and loss business, non-profit, or budgeted center.
- Candidates will provide a headshot picture, biographical information, a statement of purpose, and record a short promotional video on Zoom to be used as part of the ballot.
- The Board of Directors' service is a real opportunity for personal and professional growth. It allows the member to develop and shape the future of AAWD and to be the real voice of women dentists.

The Nominating Committee gave the highest importance to skills needed to mend the AAWD image in the eyes of the industry. Importance was placed on finding officers with a sincere interest in advancing and stabilizing AAWD above personal interests. The call for nominations asked for president and president-elect candidates who had served in "equal capacity as an officer of [AAWD or] another association or industry board, and have experience managing a profit and loss business, non-profit, or budgeted center." In the eyes of the Committee, AAWD needs new vision, proven executive leadership, and business acumen to recover from the conflict and resignations that plagued the Association last year.

### Will you publish the CV's the candidates?

As part of the election process, there are no plans to publish the candidates' CV. However, individuals can make a request by sending an email to [membership@aawd.org](mailto:membership@aawd.org).

### Do any of the candidates have a conflict of interest?

The Board of Directors is not aware of any conflict of interests. Business interest other than a dental practice or academia is not necessarily a conflict. Officers must sign a conflict-of-interest statement and abstain from voting on issues when there is an actual or perceived conflict.

### Why wasn't the membership meeting open to nominations from the floor? Shouldn't nominations from the floor always be provided as a safeguard? Why wasn't there a question-and-answer period?

Open nominations from the floor at the membership meeting bypasses the safeguards of the Nominations Committee and opens the door to self-interest that can dominate the majority in a low turnout election. As stated in the meeting, questions were submitted via [membership@aawd.org](mailto:membership@aawd.org) and answered for all members, not just the meeting participants.



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## Was the election process fair? Were the Bylaws followed throughout the election process?

A fair election involves a fair process leading up to the vote and a fair count of eligible members who voted. Election rules are established by Associations to reflect the unique characteristics of the members. For some small associations, the board of directors appoint all candidates to new board positions, while larger organizations select multiple candidates to compete for positions by ballot vote.

AAWD allows for multiple nominations from all members to fill open positions. However, one candidate is presented to members for each open position. The Nomination Committee is responsible for vetting and selection of the final slate of candidates. The Board of Directors approves or rejects the slate of candidates selected by the nomination committee. Once the Board approves the candidates, the new slate is presented to members usually at the annual meeting. A notice of a vote must be given 20 days prior to the vote. Voting is electronic and staff checks the eligibility of each voter.

The 2022 candidate slate was selected from an open call for nominations held earlier this year. All members had the opportunity to nominate candidates to serve on the Board of Directors. Candidates who do not meet the eligibility requirements are not considered by the Nomination Committee. The Committee develops criteria for selection of the best candidates based on desired leadership qualities and the needs of the association as understood by the Board members. It should be emphasized that these are guidelines, not mandates, to assist the Nominating Committee, but not to usurp its ultimate responsibility to exercise its independent judgment and discretion in the selection of candidates. This type of closed election system is commonly used by small associations where there is danger of a few members dominating the majority in an open election. AAWD placed its trust in board members.

The election is conducted over the course of approximately two weeks each year. All members in good standing as of the day of election are eligible to vote in the election.

Once voting has closed, results are announced.

It is a fair election process. Moreover, it has decades of acceptance by our members.

## I nominated Amrita Patel for President Elect. Why wasn't she included on the slate of potential officers?

Dr. Patel's membership was expired during the vetting process. She was not a member in good standing and could not be advanced. Several nominees could not advance for the same reason.

## Is the Executive Director Donna Deans a voting member of the Board of Directors?

As the Executive Director, Donna Deans does not vote on any issue before the Board of Directors or the Executive Committee. If Secretary/ Treasurer powers were delegated to the Executive Director, the power would be to execute policy, not to make policy.

## SAVE THE DATE AAWD BOSTON TRI-SCHOOL REUNION



01

MONTH

26

DAY

23

YEAR

## AAWD philanthropy corner

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## Christmas Bread Pudding

While this isn't "Figgy Pudding," per se, it is a great dish to bring for Christmas!



### INGREDIENTS

#### PUDDING

- 1 1/2 cups sugar
- 4 eggs
- 2 cups milk
- 2 tsp vanilla extract
- 4 cups cubed bread (stale)
- 1/2 cup brown sugar (packed)
- 1/4 cup butter, melted
- 1/2 cup chopped nuts of choice
- 1 cup chocolate chips (optional)
- OR 1 cup fresh or frozen cranberries (thawed)
- 1 tsp cinnamon

#### SAUCE

- 1/2 cup sugar
- 1/2 cup brown sugar
- 1/2 cup butter, melted
- 1 egg
- 2 tsp vanilla
- 1/4 cup amaretto or brandy

### HOW TO PREPARE

1. Preheat oven to 350. Arrange cubed bread in a 13X9 inch greased pan.
2. For the bread pudding: Mix sugar, eggs, milk, and vanilla in a bowl. Pour over bread and stir to coat well. Let sit at least 10 minutes.
3. In a separate bowl, mix brown sugar, melted butter, nuts, cinnamon, and chocolate chips or cranberries.
4. Pour brown sugar mixture over bread mixture. Bake 35 minutes.
5. For the sauce: In a saucepan, mix all sauce ingredients over low heat, stirring constantly until sugars are melted.
6. When ready to serve, pour sauce over bread pudding; serve warm.



## Peanut Butter Dog Biscuits

Don't forget the puppos this holiday season! These make great gifts! Pack a few biscuits in an inexpensive water bowl, wrap in newspaper, and tie with a pretty ribbon!



### INGREDIENTS

- 3/4 cup nonfat milk
- 1 egg
- 1 cup smooth peanut butter
- 2 1/4 to 2 1/2 cups whole wheat flour
- 1 tbsp baking powder

### HOW TO PREPARE

1. Preheat oven to 325°
2. In a large bowl, whisk together milk, egg and peanut butter. Add in flour and baking powder to make a stiff dough, using your hands to work in the last of the flour if necessary.
3. Flour a work surface and roll out dough to a 1/4" thickness. Cut into desired sizes depending on the size of your dog.
4. Bake on a parchment lined baking tray for approximately 20 minutes.
5. Turn biscuits over and bake for an additional 15 minutes.
6. Remove from oven and allow to cool completely before storing in an airtight container. Dog Biscuits can also be stored in the freezer for up to 3 months.

## AAWD philanthropy corner



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