22nd Annual WISDM Leadership Conference

Creating Your Own Path to Leadership

To register: www.vcuhealth.org/cme/register

Friday, April 25, 2014
12 noon - 6 p.m.
(11:30 a.m. registration)

Jonah L. Larrick Student Center, MCV Campus
900 Turpin St., Richmond, VA

Sponsored by

VCU School of Medicine
VCU School of Dentistry
VCU Health System
McGuire Veterans Affairs Medical Center
Creating Your Own Path to Leadership

Friday, April 25, 2014

LARRICK STUDENT CENTER, MCV CAMPUS

11:30 Registration, check-in
Visit the Exhibits
• Women in Science Organization (WIS)
• Women in Medicine Student Organization (WIMSO)
• Barnes and Noble @ VCU – Books will be available for purchase
• Relay Foods

12:00 Welcome and Announcements
Julie Mayglothling, MD, FACEP, President, WISDM

12:15 Box lunch and facilitated table discussion
What are the potential internal and external resources you can access to help develop your leadership skills?
Participants will be able to:
• review internal and external resources for leadership development
• identify obstacles or challenges to achieving your leadership goals

1:15 KEYNOTE ADDRESS
DEVELOPING YOUR CAPACITY TO LEAD FROM THE MIDDLE
R. Kevin Grigsby, DSW
Senior Director of Member Organizational Development, AAMC, Washington, DC

In this interactive session, participants will learn to lead others by influencing them. Participants will be able to:
• maximize personal influence in the role of leader, whether they are identified as the formal leader or not
• describe how innovations move through any social group/organization
• apply techniques to communicate strategically and harness the power of interpersonal relationships
• use a new tool for delivering persuasive, influential messages in a concise and articulate manner

Question and Answer Session

2:15 Break

2:30 WISDM PROFESSIONAL ACHIEVEMENT AWARDS
Moderator: Julie Mayglothling, MD, FACEP
• VCU School of Medicine
• VCU School of Dentistry

Special Recognition: Sheldon Retchin, MD, CEO, VCU Health System and Senior VP for Health Sciences, VCU
Jerome Strauss, III, MD, PhD, Dean, VCU School of Medicine and Executive VP for Medical Affairs
David Sarrett, DMD, MS, Associate Vice President, Faculty Affairs; Professor and Dean, VCU School of Dentistry
Julie Beales, MD, Interim Chief of Staff, Hunter Holmes McGuire VA Medical Center
3:00  **CONCURRENT WORKSHOPS**
Indicate your “1st” choice and “2nd” choice on the Registration Form

A.  **The Power of a Positive No**  
    *Churchill Boardroom*  
    Jean B. Gasen, PCC, PhD  
    Participants will be able to:  
    • appreciate the value of being able to say “No,” for you and for others  
    • apply a three-step Yes-No-Yes process for saying a “No” that is positive, powerful, and accepted by the other  
    • commit to saying a specific powerful “No” where this will have a positive impact for you

B.  **Critical Conversations on Leadership**  
   *Jackson Ward A*  
   Kim Isringhausen, BSDH, RDH, MPH  
   Participants will be able to:  
   • identify critical skills and habits of an effective leader  
   • discuss ideas for engaging teams  
   • utilize tips for effective facilitating  
   • discover practices to embrace in leadership and facilitation

C.  **Professional Learning Networks and Social Media**  
   *Jackson Ward B*  
   Kenneth Warren, Jr., EdD  
   Participants will be able to:  
   • consider how new media and related practices can potentially support continued learning and growth of professional development  
   • identify easy-to-use tools to establish and develop a manageable professional presence on the web

D.  **Celebrating Your Accomplishments: Are You Internalizing Success?**  
   *Court End Ballroom*  
   R. Kevin Grigsby, DSW  
   Participants will be able to:  
   • better comprehend why some persons have difficulty internalizing success  
   • understand why you are needed in academic medicine and science, even if you doubt their own success  
   • better understand your own positive attributes and performance through personal appreciative inquiry  
   • summarize the literature related to internalizing success  
   • describe interventions and action steps that help a person accurately assess her/his own performance

4:00  **Break**

4:15  **E. Roadmap for Promotion and Leadership**  
    *Court End Ballroom*  
    Ann Fulcher, MD  
    Participants will be able to:  
    • articulate suggestions for building a career in academic medicine in general and for preparing for the Promotion & Tenure process and leadership opportunities in particular  
    • describe the professional development process used in the Department of Radiology  
    • participate in discussion about professional development and preparation for the Promotion & Tenure process and leadership roles

5:15  **RECEPTION: Refreshments and Networking** (turn in evaluations)  
    *Jackson Ward A & B*

6:00  **Conference adjourns**
Program Description

This program promotes professional development through enhancement of leadership skills, communication, and professional presence through professional learning networks and social media. We welcome physicians, dentists, scientists, postdocs, fellows, administrators and other health care professionals across the VCU Medical Center, VAMC, Inova Campus and beyond and other community leaders. Both women and men in science, dentistry and medicine will gain skills that will enhance professional and personal growth and advance careers. In addition, the conference provides an opportunity to network with other professionals and share advice and experiences. We sincerely hope you will join us for this unique opportunity.

Conference Goal

At the conclusion of this activity, participants should be better able to:

• identify their own positive attributes and performance through personal appreciative inquiry
• understand what you need for professional development and preparation for the promotion & tenure process and leadership roles
• recognize the benefit in using new media to support a leadership presence, learning, and career advancement
• identify critical skills and habits of an effective leader
• network with colleagues

Please see the workshop educational objectives specific to each session.

Conference Registration & Parking

Registration fee is $45.00. Registration fee paid with WISDM membership fee is $65; regularly $75. Trainees fee is $25 (medical, graduate, and dental students, residents, postdocs, fellows). A limited number of scholarships are available for School of Medicine trainees and School of Dentistry students, for more details see scholarship information below. Registration fee includes tuition, program materials, transcript of credit hours, coffee breaks, lunch, and reception. Registration fee, less $20.00 nonrefundable administrative fee, will be refunded only if written notice of cancellation is received on or before Monday, April 14, 2014. Fax your written cancellation notice to UHS-PEP at 804/828-7438.

Valet parking is available for $5.00 on the MCV Campus at the Gateway Bldg. (1200 E. Marshall St.) and North Hospital (1300 E. Marshall St. - catty-corner to Egyptian Bldg.). Parking fee is paid at time of parking. Self parking, subject to availability, is at the 8th St. Parking Deck (659 N. 8th St., near Larrick Center), $3.50 for faculty, staff, and students with I.D. and $5.00 for guests.

Accreditation & Credit Statement

University Health Services Professional Education Programs (UHS-PEP) of Virginia Commonwealth University Health System is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

UHS-PEP designates this live activity for a maximum of 3.50 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

This continuing education activity meets the criteria of Virginia Commonwealth University and the Southern Association of Colleges and Schools. 0.3 CEUs will be awarded and recorded with the University.

VCU School of Dentistry is an ADA CERP Recognized Provider.

ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

VCU School of Dentistry designates this activity for 3.00 continuing education credits.

Scholarships

Scholarships for School of Medicine trainees include medical and graduate students, residents, postdocs, and fellows. Availability and receipt of a scholarship for registration fee is on a first-come, first-serve basis. All scholarship requests must be sent to Debbie Stewart, dstewart@vcu.edu. You will receive an email concerning the status of your request.

Scholarships for School of Dentistry students, please contact School of Dentistry, Cindy Cheely, Executive Administrative Assistant, Student Services, cmcheely@vcu.edu; 828-9953
R. Kevin Grigsby, MSW, DSW serves as Senior Director, Leadership & Talent Development at the AAMC. From 2000-09, he served as Vice Dean for Faculty and Administrative Affairs and Professor in the Department of Psychiatry at Penn State College of Medicine in Hershey, Pennsylvania. Dr. Grigsby’s experience includes a history of program planning, implementation, and evaluation in the area of innovative home and community based health and mental health services. During the past two decades, the focus of Dr. Grigsby’s work has shifted to organizational development in academic medicine and science. Developing a future-oriented perspective in academic leaders and the alignment of resources with missions are other areas of inquiry. He has been instrumental in developing career development programs and was an Editorial Advisory Board Member and frequent contributor to the AAMC publication Academic Physician & Scientist.

In 2010, Dr. Grigsby and colleagues published an article, “Learning About Teams by Participating in Teams” in Academic Medicine. The authors studied whether a transdisciplinary program for enhancing teamwork was effective in educating individual team members to translate lessons into productive outcomes for their own institutions’ teams. This approach was found to be effective in breaking down barriers that typically separate academic departments, reducing traditional barriers between employees and management, promoting faculty and staff participation in decision-making processes, and solving organizational problems that seemed to be intractable in the past.

**Keynote Speaker**

R. Kevin Grigsby, DSW  
Senior Director of Member Organizational Development  
Association of American Medical Colleges  
Washington, DC

**Presenters & Conference Planning Committee**

**KEYNOTE AND WORKSHOP PRESENTERS:**

R. Kevin Grigsby, DSW  
Senior Director of Member Organizational Development  
Association of American Medical Colleges  
Washington, DC

Ann Fulcher, MD  
Chair and Professor of Radiology  
VCU School of Medicine

Jean B. Gasen, PCC, PhD  
Executive Director  
Center for Corporate Education  
VCU School of Business Foundation

Kim Isringhausen, BSDH, RDH, MPH  
Chair of Oral Health Promotion and Community Outreach  
VCU School of Dentistry

Kenneth Warren, Jr., EdD  
Assistant Professor & Instructional Technologist  
Office of Faculty Affairs  
VCU School of Medicine

**CONFERENCE PLANNING COMMITTEE:**

Teresa Carter, EdD  
Jan Chlebowski, PhD  
Maria Curran, MA  
Sushmita Gordhandas, M2 student  
Amelia Grover, MD  
Kim Isringhausen, BSDH, RDH, MPH  
Lenore Joseph, MD  
Jennifer Koblinski, PhD  
Julie Mayglothling, MD  
Laura O’Brien, PhD student  
Kimberly Sanford, MD  
Rita Shiang, PhD

**CONFERENCE MANAGER**

Deborah Stewart, BIS  
School of Medicine, Office of Faculty Affairs  
PO Box 980565; 804-828-6591  
dstewart@vcu.edu
WOMEN IN SCIENCE, DENTISTRY, AND MEDICINE
Established in 1992, the purpose of the Women in Science, Dentistry, and Medicine (WISDM) Faculty Organization is to further the professional goals of women physicians, dentists, scientists and others at the VCU Schools of Medicine and Dentistry, the VAMC, and across the VCU Health System. As a sponsor of forums for open communication, the organization facilitates networking, mentoring and collaboration among women faculty, housestaff, postdocs, medical, dental, and graduate students. All women faculty (clinical, basic sciences, administrative, full-time, part-time, any rank), students, housestaff, fellows, and post-docs in the VCU Schools of Medicine and Dentistry are considered members of WISDM and invited and encouraged to participate in any and all programs. Our alumni, retired faculty, men colleagues, and other health professionals are welcome to participate. For more information about the WISDM Faculty Organization, please contact Julie Mayglothling, MD, President, 827-2409, or visit us at our website http://www.medschool.vcu.edu/wims/index.html. We welcome your participation!

VCU SCHOOL OF MEDICINE
From our beginnings in 1838 to today, as part of a thriving urban comprehensive academic medical center, the VCU School of Medicine has maintained a reputation for excellence in teaching, research and health care. Over 809 students each year from around the world come to our School to pursue their M.D. and learn from our renowned faculty, many nationally and internationally recognized, who represent more than 200 specialty areas. The School also offers dozens of master’s, doctoral and interdisciplinary programs in graduate education. The School accounts for almost half of VCU’s sponsored research awards and over two-thirds of the university’s National Institutes of Health funding. As part of the VCU Medical Center, the School provides innovative care to patients from across Virginia and neighboring states. Women faculty account for 39% of all full-time faculty, higher than the national average, and chair 6 of 28 departments. Among medical students, 47% are women, and among graduate students well over 50% are women.

VCU SCHOOL OF DENTISTRY
The VCU School of Dentistry is a public, urban, research dental school, supported by Virginia to serve the people of the state and the nation. The school’s mission is to provide educational programs that prepare graduates who are qualified to provide dental care services; generate new knowledge through research and other scholarly activity; and provide quality oral health care to the public and service to the community. The School is the only dental school in the Commonwealth and has a long history of educating practitioners capable of meeting the oral health care needs of the communities they serve. Since the early 80s, more women have been entering dentistry in Virginia and across the U.S. In the fall of 2013, 49% of our 401 dental students were women. Of the 93 full-time dental school faculty, 41% are women. The School is pleased to join as a conference sponsor to promote professional development and career advancement of our faculty, students, and community practitioners.

VCU HEALTH SYSTEM
For 175 years, VCU Health System (VCUHS) has been an integral part of our community, caring for all people who come to us with a standard of clinical excellence, professionalism and compassion that is simply second to none. As one of Richmond’s largest employers with 9,500+ employees, we are proud of our reputation as an employer choice. Deeply ingrained in our culture is a desire to push harder and raise the bar higher. 2013 was no exception. Here are a few of last year’s highlights, which are a testament to the dedication and talent of our workforce:

- For a second year in a row, we earned designation by US News and World Report as a Virginia Top Hospital.
- Children’s Hospital of Richmond at VCU (CHoR) was designated the only Level 1 pediatric trauma center in Virginia. CHoR is one of only 39 other such centers across the country with this designation.
- In 2013, four units received Beacon Awards from the American Association of Critical Care Nurses (AACN). The bone marrow transplant unit, the Hume-Lee Transplant Center, medical psychiatry and acute care surgery unit are VCUHS’s newest Beacon designees, bringing our total number of Beacon Award units to eight.
- Virginia Commonwealth University Massey Cancer Center and Children’s Hospital of Richmond at VCU (CHoR) jointly earned The Joint Commission’s Gold Seal of Approval® for their palliative care programs, making them the first and only certified palliative care programs in Virginia.

These accomplishments, accolades and distinctions prove what we already know: our team members are remarkable, dedicated professionals who are capable of limitless achievements. In return, we offer more than 400 programs, policies and benefits, to help them manage their busy lives outside of work, including on-site child care, on-site adult day care, sick/backup child and elder care, housing education, down payment assistance, tuition assistance and even online grocery shopping. For these programs we have been recognized eight times as a “100 Best Company for Working Mothers” from Working Mother magazine. Furthermore, our policies and programs that support the advancement of female leaders has earned us a multiple rankings by the National Association of Female Executives (NAFE).

MCGUIRE VETERANS AFFAIRS MEDICAL CENTER
McGuire’s WISDM members are committed to advancing the professional aspirations of women in health care. McGuire is proud of the strong representation of women in key leadership positions in the institution, including the chief of staff and multiple other departmental and board chair positions. The medical center, in Richmond, Virginia, and its three satellite clinics (in Fredericksburg, Charlottesville, and Emporia) serve a population of over 200,000 Veterans. We are a 427-bed medical center offering primary to tertiary health care in medicine, surgery, neurology, women’s health care, psychiatry, rehabilitation medicine, dentistry, skilled nursing home care, and palliative care. McGuire houses one of VA’s five Polytrauma Rehabilitation Centers caring for wounded military personnel from the Iraq and Afghanistan conflicts and one of VA’s six Parkinson’s Disease Research, Education and Clinical Centers (PADRECC) with special expertise in deep brain stimulation techniques. McGuire also supports the largest of the 23 Spinal Cord Injury & Disorders Centers and an active heart transplantation program for over 30 years. More than one thousand trainees in multiple disciplines rotate through McGuire annually. The McGuire Research Institute, an award winning program for clinical and basic science research, is a proud sponsor of this year’s WISDM spring conference.
Course Registration Form

MCA 3396  3.5 AMA PRA Category 1 Credits™

Visit website: www.vcuhealth.org/cme/register

22nd Annual Women in Science, Dentistry, & Medicine Leadership Conference
Friday, April 25, 2014; Larrick Student Center, MCV Campus

If paying by credit card, mail or fax your registration to:
VCU Continuing Medical Education (VCU CME) University Health Services
Professional Education Programs (UHS PEP) of VCU Health System
c/o Registrar, P.O. Box 980048
Richmond, VA 23298-0048
Phone: 804/828-3640 FAX: 804/828-7438

Please PRINT or type information as you would like it to appear on your name badge.

_____________________________________ _________________________________ ____________________________  
First Name                                                                                   Last Name                                                                                   Degree

Department                                                                                     Institution

Specialty/Division                                                                           Are you requesting Dentistry CE credit?

Mailing Address

City                                                                                   State                                                                                   Zip Code

(W)Telephone                                                                                     Fax#                                                                                   Email

Concurrent Workshops 3:00 - 4:00 pm
(Place “1st” and “2nd” in blanks to indicate your choice of workshops
A_____  B_____  C_____  D_____  E_____

4:15 - 5:15 pm workshop - Open to all participants
(Place “1st” and “2nd” in blanks to indicate your choice of workshops
A_____  B_____  C_____  D_____  E_____

Reception (5:15 - 6 pm):  _____  F  (all participants are invited – checkmark if you are attending)

Registration Fee:  _____ $45 (physicians, faculty, staff)  _____ $65 (registration fee plus WISDM membership fee with discount; regularly $75)  _____ $25 trainees (medical, dental, and graduate students, postdocs, residents, fellows)

Total amount enclosed  .......... $________

Note:  Limited number of SOM trainee scholarships available, contact Debbie Stewart, dstewart@vcu.edu, for availability.
School of Dentistry scholarships contact:  Cindy Cheely, cmcheely@vcu.edu.

Please specify any dietary restrictions, i.e., vegetarian, etc.  _____________________________________________________________  
___________________________________________________________________________________________________________

Paying by check, mail registration form and check to:  (check payable to: UHS-PEP)
VCU CME Office
P.O. Box 980048, Richmond, VA  23298-0048; fax: 804-828-7438

Paying by credit card, mail or fax to VCU CME Office at VCU address or fax above
CREDIT CARD INFORMATION:
Please circle:  Master Card  Visa  American Express  Discover

Name on Credit Card

Credit Card Number                                                                                     Security code (on back of card)

Expiration Date                                                                                     Signature

VCU is an equal opportunity/affirmative action employer. If special accommodations are needed, please contact Debbie Stewart at 804-828-6591, dstewart@vcu.edu.
EXECUTIVE COMMITTEE

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Associate Professor of Emergency Medicine, SOM

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Assistant Professor of Surgery, School of Medicine (SOM)

Kimberly Sanford, MD
Secretary, WISDM Faculty Organization
Assistant Professor of Pathology, SOM

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Associate Dean for Admissions, SOM

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Director of Assessment and Evaluation, Center on Health Disparities
Assistant Professor of Assessment and Evaluation, SOM

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VCU Health System

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McGuire Veterans Affairs Medical Center
Assistant Professor of Neurology, SOM

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Professor, Physiology and Biophysics, SOM

PonJola Coney, MD
Senior Associate Dean
Office of Faculty Affairs, SOM

Renee Reid, MD
Co-Chair, SOM Committee on the Status of Women and Minorities
Assistant Professor, Emergency Medicine, SOM

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Dawn Mueller, MD * Wendy Klein, MD