24th Annual WISDM Leadership Conference

What’s In Your Leadership Toolbox: Do You Have the Essentials?

To register: www.cme.vcu.edu
(best viewed using Google Chrome)

Friday, April 8, 2016
12 noon - 5:30 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
McGuire Veterans Affairs Medical Center
What’s In Your Leadership Toolbox: Do You Have the Essentials?

Friday, April 8, 2016

LARRICK STUDENT CENTER, MCV CAMPUS

11:30 Check-in and Registration
Visit the Exhibits
• Women in Science Organization (WIS)
• Barnes and Noble @ VCU – Books will be available for purchase

12:00 Welcome and Announcements
Tegwyn Brickhouse, D.D.S., Ph.D., President, WISDM

12:15 Lunch

12:45 Roundtable Discussion: Join the conversation about making bias conscious
Moderator: Constance Tucker, Ph.D., Faculty presenter, Office of Faculty Affairs

1:15 KEYNOTE ADDRESS
How Do You See the World? Unconscious Bias
Matthew Freeman, M.A., Founding Principal and Lead Consultant, TMI Consulting Inc., Richmond, VA

By the end of this session, participants will be able to:
• Describe the most recent science explaining unconscious bias and appreciate its significance for the workplace.
• Identify how bias works in your own life and job context.
• Discover solutions to unconscious bias theory in your own particular context.

2:15 WISDM PROFESSIONAL ACHIEVEMENT AWARDS
Moderator: Tegwyn Brickhouse, D.D.S., Ph.D.
• VCU School of Medicine
• VCU School of Dentistry

Special Recognition: Marsha Rappley, M.D., VCU Vice President for Health Sciences and VCU Health Chief Executive Officer
Jerome Strauss, III, M.D., Ph.D., Dean, VCU School of Medicine and Executive Vice President for Medical Affairs, VCU Health
David Sarrett, D.M.D., M.S., Associate Vice President, Faculty Affairs; Professor and Dean, VCU School of Dentistry
Julie Beales, M.D., Chief of Staff, Hunter Holmes McGuire VA Medical Center
PonJola Coney, M.D., Senior Associate Dean for Faculty Affairs, VCU School of Medicine

Special Announcement: VCU Libraries lactation suite naming opportunity
Guests: Carol Hampton, President, VCU Friends of the Library Board
Kelly Gotschalk, Director of Development and Major Gifts
3:00  CONCURRENT WORKSHOPS
Indicate your “1st” choice and “2nd” choice on the Registration Form

A. Finding the Mentors and Mentoring You Need
   Churchill Boardroom
   Nao Hagiwara, Ph.D., Ann Nichols-Casebolt, Ph.D., and
   Elizabeth Prom-Wormley, Ph.D.

   By the end of this session, participants will be able to:
   • Increase awareness of common mentoring areas for which guidance/advice would be beneficial.
   • Develop strategies to build mentoring/career network.
   • Increase self-efficacy for engaging in mentor/network relationships across the lifespan of the relationship.

B. Nice Job!: Improving Performance Through Interactive Feedback
   Jackson Ward A
   Constance Tucker, Ph.D.

   By the end of this session, participants will be able to:
   • Summarize how interactive feedback and work performance are connected.
   • Explain the Ask-Tell-Ask (ATA) method of giving interactive feedback.
   • Provide interactive ATA peer feedback, both as participant and observer, using case scenarios.

C. Now That You Ask . . . Behavioral Interviewing Basics
   Jackson Ward B
   Karen Fields

   By the end of this session, participants will be able to:
   • Appreciate the benefits of behavioral interviewing.
   • Develop behavioral interview questions that will encourage beneficial feedback from candidates.
   • Analyze candidate responses to aid in assessment and selection.

D. Leading the Way: It’s Not Just What You Know
   Court End Ballroom A
   Jean Gasen, Ph.D., PCC

   By the end of this session, participants will be able to:
   • Describe the key characteristics and competencies of all successful leaders.
   • Identify the contradictions present in today’s opportunities for women leaders and their implications for the future.
   • Develop an action plan for increasing your effective leadership, based on the tools and resources provided.

E. Deeper Dive into Unconscious Bias: What Can We Do About It?
   Court End Ballroom B
   Matthew Freeman, M.A.

   By the end of this session, participants will be able to:
   • Explore the neurological basis of how unconscious bias works.
   • Recognize the impact of bias in various professional settings.
   • Examine basic skills and tools to interrupt unconscious bias.
   • Develop personalized strategies for both measuring and interrupting unconscious bias in your own setting.

4:30  RECEPTION: Refreshments and Networking (turn in evaluations)
      Prefunction Hallway

5:30  Conference adjourns
Program Description
This program promotes professional development of leadership skills, communication, and personal growth through leadership self-awareness, career development, feedback, and mentoring. We welcome men and women 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. 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 Objectives
At the conclusion of this activity, participants should be better able to:
• Describe the key characteristics and competencies of all successful leaders.
• Recognize the impact of bias in various professional settings. Develop strategies to build mentoring/career network.
• Provide interactive Ask-Tell-Ask (ATA) peer feedback, both as participant and observer, using case scenarios.
• Appreciate the benefits of behavioral interviewing.

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. Trainee 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, 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 4, 2016. Fax your written cancellation notice to UHS-PEP at 804/828-7438.

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. Valet parking is also 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.

Accreditation & Educational Credit
University Health Services Professional Education Program (UHS-PEP) of Virginia Commonwealth University Health 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 3.5 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 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, deborah.stewart@vcuhealth.org. 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.
**Keynote Speaker**

Matthew Freeman, M.A., Founding Principal and Lead Consultant, TMI Consulting Inc. Matthew’s passion for racial reconciliation and social justice has led him across the United States and overseas, helping people connect across difference and begin to address the challenges that divide them. Matthew believes the solutions to our most intractable problems, like social division and poverty, require bold leadership willing to try risky and innovative solutions. When given the opportunity, Matthew can help groups find the courage to tackle their most pernicious problems and move toward collaboration, mutual understanding, and action.

**Presenters & Conference Planning Committee**

**KEYNOTE AND WORKSHOP PRESENTERS**

Matthew Freeman, M.A.
Founding Principal and Lead Consultant
TMI Consulting, Inc.
Richmond, VA

Karen Fields
Training Manager
VCU Human Resources

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

Nao Hagiwara, Ph.D.
Assistant Professor
Department of Psychology
VCU College of Humanities and Sciences

**CONFERENCE PLANNING COMMITTEE**

Tegwyn Brickhouse, D.D.S., Ph.D.
Teresa Carter, Ed.D.
Jan Chlebowski, Ph.D.
Julie Coe, D.D.S.
Elizabeth Do, WIS President

Kim Isringhausen, B.S.D.H., R.D.H., M.P.H.
Julie Mayglothling, M.D.
Kimberly Sanford, M.D.

**CONFERENCE MANAGER**

Deborah Stewart, B.I.S.
SOM Office of Faculty Affairs

**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 Tegwyn Brickhouse, D.D.S., Ph.D., President, 828-1790, 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. Two hundred and sixteen (216) new first-year students 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 as well as a graduate certificate program for students seeking admission to physician training. These programs currently enroll a total of 470 advanced degree students. 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 40% of all full-time faculty, higher than the national average, and chair 4 of 27 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 2015, 47% of our 401 dental students were women. Of the 99 full-time dental school faculty, 40% 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
VCU Health is a comprehensive system of care and pioneer of health. From our very first years to our most recent advancements, we are driven to learn more, dig deeper, teach passionately and never rest in order to be a true leader in discovering what’s possible in health and recovery.

We have it all. Five schools, hospitals, a community health center, convenient outpatient locations, dedicated research teams, and facilities and valued partners in every field. We have more than 750 physicians in 200 specialties, the area’s only NCI-designated cancer center, VCU Massey Cancer Center, and a full-service children’s hospital, Children’s Hospital of Richmond at VCU.

Together through our VCU Medical Center, Community Memorial Hospital in South Hill and Children’s Hospital of Richmond at VCU, we:
- Served almost 112,000 people in our emergency departments.
- Admitted nearly 50,000 to our inpatient and observation beds.
- Took care of more than 640,000 in our outpatient clinics.
- Advanced the learning of more than 5,000 health science students across all disciplines.

With our leading-edge technology, unparalleled problem-solving and legacy of academically driven excellence, we’re leading what’s possible in your health, recovery and life.

Here are just a few of our most recent accomplishments:
- VCU Medical Center has been recognized as the No. 1 hospital in Virginia and the Richmond metro area by U.S. News & World Report for 2015-16, ranking in the top 50 in the country for Orthopedics (#34), Nephrology (#48) and Cardiology and Heart Surgery (#49).
- We earned special recognition from The Joint Commission as a 2015 Top Performing Hospital on quality measures as well as ranking in the top five institutions in the nation for quality in the treatment of heart attack, heart failure, pneumonia, surgical care, children’s asthma and perinatal care.
- 10 of our units have received the Beacon Award for Excellence from the American Association of Critical-Care Nurses.
- VCU Medical Center was reverified as the only Level I Trauma Center in the region, providing unparalleled trauma care for those who need it most.

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 chairperson 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 long-term nursing 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. Approximately 1200 trainees in multiple health science 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

24th Annual Women in Science, Dentistry, & Medicine Leadership Conference
Friday, April 8, 2016; Larrick Student Center, MCV Campus

If paying by credit card, mail or fax your registration to:

VCU Continuing Medical Education
UHS PEP
c/o Registrar, P.O. Box 980048
Richmond, VA 23298-0048
Phone: 804/828-3640 FAX: 804/828-7438

Register online: www.cme.vcu.edu (best viewed in Google Chrome)

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     Faculty, staff, dentistry/medical (M1-M4)/graduate student, housestaff, other

_____________________________________ _________________________________  ____________________________
City  State                 Zip Code

_____________________________________  _________________________________  ____________________________
(W)Telephone                               Fax#      Email (Required)

Will you attend the Lunch and Table Discussion 12:15 - 1:15 pm:  Yes ____    No ____

Concurrent Workshops 3:00 - 4:30 pm
(Place “1st” and “2nd” in blanks to indicate your choice of workshops
A______   B______   C______   D______  E______

Will you attend the Reception 4:30 - 5:30 pm:  Yes ____    No ____

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 SOM trainee scholarships available, contact Deborah Stewart, deborah.stewart@vcuhealth.org, 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:

VCU CME UHS-PEP
P.O. Box 980048, Richmond, VA 23298-0048; fax: 804-828-7438

Paying by credit card, mail or fax to VCU CME at VCU address or fax above

CREDIT CARD INFORMATION: Please circle:  Master Card    Visa    American Express    Discover

__________________________________________________  __________________  _____________________
Credit Card Number      Security code   Expiration date

Billing Address
__________________________________________________  __________________  _____________________
City                  State                 Zip

VCU is an equal opportunity/affirmative action employer. If you need special accommodations, contact Deborah Stewart, 828-6591, deborah.stewart@vcuhealth.org
WISDM Executive Council

EXECUTIVE COMMITTEE
Tegwyn Brickhouse, D.D.S., Ph.D.
President, WISDM Faculty Organization
Chair of Pediatric Pedodontics
Associate Professor of Pediatric Dentistry
VCU School of Dentistry (SOD)

Julie Mayglothling, M.D.
Immediate Past-President, WISDM Faculty Organization
Associate Professor of Emergency Medicine (SOM)

Kimberly Sanford, M.D.
Treasurer, WISDM Faculty Organization
Assistant Professor of Pathology, SOM

Kim Isringhausen, B.S.D.H., R.D.H., M.P.H.
Interim Secretary, WISDM Faculty Organization
Associate Professor of Oral Health Promotion and Community Outreach, SOD

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Professor of Biochemistry and Molecular Biology
Associate Dean, Graduate Education, SOM

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Chair, Graduate Student Committee
Associate Professor of Human and Molecular Genetics, SOM

Julie Mayglothling, M.D.
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Chair, Nominating Committee
Associate Professor of Emergency Medicine, SOM

Michelle Whitehurst-Cook, M.D.
Chair, Medical Student Committee
Associate Professor of Family Medicine
Associate Dean for Admissions, SOM

Kimberly Sanford, M.D.
Chair, Professional Development Committee
Assistant Professor of Pathology, SOM

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Assistant Professor of Neurology, SOM

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Senior Associate Dean
Office of Faculty Affairs, SOM

Teresa Carter, Ed.D.
Associate Dean for Professional Instruction and Faculty Development
Office of Faculty Affairs

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