



W I S D M

*Women in Science, Dentistry & Medicine*

# 15th Annual Pathways to Leadership Conference

*“Advancing Women:  
Ways to Navigate”*

Friday, March 9, 2007

Kontos Medical Sciences & Egyptian Buildings  
MCV Campus

Sponsored by  
VCU Schools of Medicine and Dentistry



V i r g i n i a   C o m m o n w e a l t h   U n i v e r s i t y

## “Advancing Women: Ways to Navigate”

Friday, March 9, 2007

AM

**7:30 Registration and Continental Breakfast** **MSB 104-105**  
Networking with colleagues

**8:15 Welcome and Announcements** **MSB Auditorium**  
*Cecelia H. Boardman, MD, President, WISDM*

**8:30 KEYNOTE ADDRESS**  
*TAKING A CALCULATED RISK*  
*Patricia P. Cormier, PhD, President, Longwood University*  
Moderator: *Aradhana Bela Sood, MD, MSHA*

- Dr. Cormier will describe one health professional’s journey to a college presidency and how it represents a frequent pathway for women to the top ~ generally a road less traveled.

### Question and Answer Session

**9:45 Coffee Break** **MSB 104-105**

**10:15 BREAKOUT SESSIONS** **Egyptian Building, 2nd Floor Classrooms**  
(Select your first 2 choices on the Registration Form)

**A. A Boomer’s Guide to the Generations: Tips for Teaching and Communication**  
*Elizabeth Waterhouse, MD*

Have you noticed that students today do not learn, interact, and relax the way you did?  
Join us for a look at:

- What contributes to these differences
- How to use these insights to make your teaching more effective in the classroom, in the clinic, and on the wards

**B. Managing Emotions: How to Stay Cool, Calm, and Unflappable**  
*Aradhana Bela Sood, MD, MSHA*

- Describe approaches and skills needed to achieve effective communication across differences
- How to manage strong emotions (yours and theirs)
- How to prepare, be constructive and focused regardless of how another person responds

**C. How to Make Your PDA (Personal Digital Assistant) Clinically Compatible**  
*Alistair Erskine, MD*

- Choosing the right device (platform, hardware, functions)
- Obtaining available medical software (Tompkins-McCaw Library for the Health Sciences, VCU Libraries; CBIL, and other resources)
- VCUHS supported software for PDAs

# Conference Agenda

## **D. The Role of a Teaching Portfolio in the Promotion and Tenure Process**

*David F. Gardner, MD*

- How to organize and collect information for your portfolio
- Determine documentation which makes the best case for your teaching effectiveness
- How to use your portfolio in the P&T process

## **E. Negotiating the Maze of NIH Grants**

*Gordon L. Archer, MD*

- Better understand the NIH funding process
- Review opportunities and resources for the beginning investigator
- Discuss steps in preparing a grant application

## **F. Cultural Competency: Understanding Health Care Behaviors of Diverse Populations**

*Cheryl S. Al-Mateen, MD*

- Describe how cultural miscommunication creates barriers to good health care
- Learn three effective strategies for overcoming these barriers
- Name key provider and patient resources that can help in this process

## **G. Add Zip to Your Presentations: Skills that Enhance Your Effectiveness as a Speaker**

*Jeanne B. Schlesinger, MEd*

- Review the basics of a strong presentation
- Describe strategies to create interactivity with your audience
- Put PowerPoint in its place (hint: it's not center stage)

**11:45 WISDM PROFESSIONAL ACHIEVEMENT AWARDS**

**MSB Auditorium**

*Moderator: Cecelia H. Boardman, MD*

- VCU School of Dentistry
- VCU School of Medicine

**PM**

**12:15 Box lunch, networking, evaluation**

**MSB 104-105**

**1:00 Adjourn and turn in your evaluation**



*Celebrating 15 Years of WISDM!  
1992 - 2007*

## Keynote Speaker

Patricia P. Cormier has served as President of Longwood University, Farmville, VA, since 1996. Under her leadership, the institution has reaffirmed its time-honored commitment to preparing citizen leaders to serve the common good, while at the same time positioning itself as a high tech, learning centered environment that is second to none in the Commonwealth of Virginia. Known for her personal warmth, enthusiasm and strong commitment to learning, Dr. Cormier has been a vital force in workforce preparation and economic development in Southside Virginia and throughout the state. She has been actively involved in higher education for many years, serving in leadership positions on several boards and associations and has been a strong proponent for women in leadership.



Since arriving in Virginia, she has dedicated herself to serving the Commonwealth and is especially active in fostering partnerships between business and higher education and K-12 and higher education. She currently serves on the Advisory Council on Teacher Quality for Virginia, the Virginia Philpott Manufacturing Extension Partnership, the Virginia Business-Higher Education Council, and LEAD Virginia. Nationally, she serves on Board of the Executive Leadership in Academic Medicine (ELAM), as Chair of the Board of the American Association of State Colleges & Universities, and on the American Council on Education (ACE) Commission on Leadership Development and Institutional Effectiveness.

Before assuming the leadership of Longwood University, Dr. Cormier served three years as the chief academic officer at Winthrop University beginning in 1993. Prior to this, she served for 20 years in key administrative roles in health care institutions, namely Tufts University, the University of Pennsylvania, and the Medical College of Pennsylvania. She is a co-founder of ELAM. Dr. Cormier has master's and doctoral degrees in education from the University of Virginia and a bachelor's degree in health education from Boston University.

As Longwood President, Dr. Cormier oversees 750 employees and an annual budget of \$80 million. Under her leadership, enrollment has doubled to 4,381, the incoming freshman grade point average has improved to 3.3, and Longwood has moved from college to university status. She is accessible 24-7, works under the direction of a board, and interacts with a multitude of constituents. With all the challenges, Dr. Cormier has described the college presidency as “the greatest job in the world. Every single day you can make a difference.” (Va. Business, August 2006) Dr. Cormier is married to Raymond J. Cormier, PhD (whom she affectionately calls “the first gent”) and is the mother of two grown children.



## Faculty From VCU

### **Cheryl S. Al-Mateen, MD**

Associate Professor of Psychiatry and Pediatrics  
Chair, Education, VCU Center on Health Disparities  
School of Medicine

### **Gordon L. Archer, MD**

Associate Dean for Research  
Professor of Internal Medicine  
School of Medicine

### **Alistair A. Erskine, MD**

Chief Medical Information Officer, VCUHS  
Assistant Professor of Internal Medicine  
School of Medicine

### **David F. Gardner, MD**

Professor of Internal Medicine  
Division of Endocrinology and Metabolism  
Chair, Department of Internal Medicine Promotion  
and Tenure Committee  
School of Medicine

### **Jeanne B. Schlesinger, MEd**

Director of Instructional Development  
Office of Faculty and Instructional Development  
School of Medicine

### **Aradhana Bela Sood, MD, MSHA**

Professor of Psychiatry and Pediatrics  
Chair, Division of Child and Adolescent Psychiatry  
Medical Director, Virginia Treatment Center for  
Children  
School of Medicine

### **Elizabeth J. Waterhouse, MD**

Assistant Dean for Medical Education  
Professor of Neurology  
School of Medicine



## *TESTIMONIALS*

Our conference participants tell us through evaluations and in personal comments about the conference:

“Learned much; very pertinent information”

“Provocative and thought promoting and will help enhance my interpersonal skills with women”

“It’s good to empower women”

“Gained a better understanding of the difficulties women face in the medical profession  
from a male perspective”

“I heard some great advice and felt motivated to step up and make a difference in my career”

“My expectations were met at networking , interest and informative speakers and relevant”

“Presenters and speakers always give excellent take-home messages and validate what we do and how we feel”

“A great day for networking with colleagues as we address issues related to career development”

## Program Description

This program promotes professional development through enhancement of leadership skills. We welcome academic physicians, dentists, scientists, postdocs, fellows and administrators; other health care professionals; medical, dental and graduate students; residents; practitioners and other community leaders. Both women and men in science, dentistry and medicine will gain skills that will enhance 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.

## Educational Objectives

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

- Examine leadership strategies, barriers and opportunities for women in medicine, science, and dentistry
- Develop skills relating to professional development, personal growth and career advancement
- Network with colleagues

Please see each individual workshop for educational objectives specific to that session.

## Program Registration & Parking

The registration fee of \$45.00 (\$25.00 for students, resident physicians and postdocs) includes tuition, program materials, transcript of credit hours, continental breakfast, coffee breaks, and luncheon. Registration fee, less a \$20.00 nonrefundable administrative fee, will be refunded only if written notice of cancellation is received on or before Friday, March 2, 2007. Fax your written cancellation notice to us at 804/828-7438.

Valet parking is available for \$5.00 at the Gateway Building, MCV Hospitals, corner of 12th and East Marshall Street, Richmond, VA. The fee is paid at the time of parking.

## Accreditation & Credit

The School of Medicine, Virginia Commonwealth University, Medical College of Virginia Campus (VCU) is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

Physicians may claim up to 3.5 hours in Type 1 or Type 2 CME on the Virginia Board of Medicine Continued Competency and Assessment Form required for renewal of an active medical license.

VCU designates this educational activity for a maximum of **3.5 AMA PRA Category 1 Credit(s)<sup>™</sup>**. Physicians should only claim credit commensurate with the extent of their participation in the activity.

The Virginia Commonwealth University, School of Dentistry is an ADA CERP recognized provider. Complete attendance may earn dentists and dental auxiliaries up to 3.5 continuing dental education hours.

This continuing education activity meets the criteria of Virginia Commonwealth University and the Southern Association of Colleges and Schools. .3 CEUs will be awarded and recorded with the University.

## Scholarships

Scholarships are available to residents and students. Please contact your local offices as listed below for more information. VCU is an equal opportunity/affirmative action employer. If special accommodations are needed, please contact Debbie Stewart at 804-828-6591, dstewart@vcu.edu.

VCU School of Dentistry - Carolyn Booker, PhD  
Assistant Dean of Student Services  
(804) 828-9953, clbooker@cedar.vcu.edu

VCU School of Medicine - Debbie Stewart  
Program Assistant, Faculty and Instructional Development  
(804) 828-6591, dstewart@vcu.edu

# Planning Committee

## VCU SCHOOL OF MEDICINE

### **Cecelia Haines Boardman, MD**

President, WISDM Faculty Organization  
Associate Professor of Obstetrics/Gynecology

### **Therese M. Duane, MD**

Chair, Professional Development Committee  
Assistant Professor of Surgery

### **Renuka Evani, MD**

Chair, WISDM Membership Committee  
Assistant Professor of Psychiatry

### **Melissa Evans, MD**

Co-Chair, WISDM Housestaff Committee  
Assistant Professor of Pediatrics

### **Stephanie Goldberg, MD**

Co-Chair, WISDM Housestaff Committee  
Surgery Resident

### **Amelia Grover, MD**

Co-Chair, WISDM Newsletter Committee  
Assistant Professor of Surgery

## VCU SCHOOL OF DENTISTRY

### **Martha Bushong, MS**

Co-Chair, WISDM Newsletter Committee  
Assistant Director of External Relations

### **Betsy A. Hagan, MD**

WISDM Treasurer  
Senior Associate Dean of Clinical Affairs

### **Mary Helen Hackney, MD**

President-Elect, WISDM Faculty Organization  
Associate Professor of Internal Medicine

### **Carol Hampton, MMS**

Associate Dean, Faculty & Instructional Development  
Director of Leadership  
VCU National Center of Excellence in Women's Health

### **Wendy Klein, MD**

Co-Chair, Medical Student Committee, WISDM  
Associate Professor, Internal Medicine & Obstetrics & Gynecology  
Program Director, Women's Health Track  
Senior Deputy Director  
VCU National Center of Excellence in Women's Health

### **Lenore Joseph, MD**

WISDM Liaison  
Associate Professor of Neurology  
Veterans Affairs Medical Center

### **Aradhana Bela Sood, MD, MSHA**

Past-President, WISDM Faculty Organization  
Professor, Psychiatry and Pediatrics  
Chair, Division of Child and Adolescent Psychiatry  
Medical Director, Virginia Treatment Center for Children

## CONFERENCE MANAGER

### **Deborah Stewart, BIS**

School of Medicine, Office of Faculty & Instructional  
Development  
PO Box 980565  
804-828-6591, dstewart@vcu.edu

## SCHOOL OF 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. 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, as well. Sustaining memberships are available to those who pay an annual contribution to sustain and support our various programs. For more information about the WISDM Faculty Organization, please contact Cecelia H. Boardman, MD, President, 804-828-9080, Carol Hampton, Associate Dean, 804-828-6594, carol.hampton@vcu.edu, or visit us at our website <http://www.womeninmedicine.vcu.edu>. We welcome your participation!

## 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 competent 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 are entering dentistry in Virginia and across the U.S. In August 2006, 35% of our 354 dental students were women. Of the 66 full-time dental school faculty, 27 (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.

# Course Registration Form

DCA OF03 101 07 3.5

Visit website: [www.medschool.vcu.edu/cme/calendar.html](http://www.medschool.vcu.edu/cme/calendar.html)

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Friday, March 9, 2007

You may register and pay by completing this form and sending by mail or fax to:

VCU Office of Continuing Professional Development and Evaluation Studies  
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.

Please check your affiliation:  
(check all that apply)

VAMC - Richmond

VCU Dentistry

VCU Medicine

Other \_\_\_\_\_

\_\_\_\_\_ Last 4 digits of Social Security Number

\_\_\_\_\_ First Name

\_\_\_\_\_ Last Name

\_\_\_\_\_ Title

\_\_\_\_\_ Department

\_\_\_\_\_ School/Firm/Institution

\_\_\_\_\_ Degree

\_\_\_\_\_ Specialty/Certification

\_\_\_\_\_ (W)Telephone

\_\_\_\_\_ Fax#

\_\_\_\_\_ (H)Telephone

\_\_\_\_\_ Email

\_\_\_\_\_ Mailing Address (Street)

\_\_\_\_\_ City

\_\_\_\_\_ State

\_\_\_\_\_ Zip Code

Breakout Sessions (Select 1st and 2nd choices)

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_ F \_\_\_\_\_ G \_\_\_\_\_

Registration Fee:

\_\_\_\_\_ \$45.00 enclosed

\_\_\_\_\_ Scholarship

Residents, Postdocs, Medical, Dental, & Graduate Students

\_\_\_\_\_ \$25.00 enclosed

Total amount enclosed .....\$\_\_\_\_\_

Make checks payable to: CPDE

Tax I.D.#: 54-6001758

CREDIT CARD INFORMATION

Please circle:    Master Card    Visa    American Express    Discover

\_\_\_\_\_ Name on Credit Card

\_\_\_\_\_ Credit Card Number

\_\_\_\_\_ Expiration Date

\_\_\_\_\_ Signature

Online registration now available. Please visit [www.cmeregistration.som.vcu.edu](http://www.cmeregistration.som.vcu.edu)



Virginia Commonwealth University  
School of Medicine Faculty and Instructional Development  
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