



W I S D M

Women in Science, Dentistry & Medicine

16th Annual Pathways to Leadership Conference

*Every Day, A New Discovery:
Discover Resources for You*

Friday, March 21, 2008

7:30 a.m. - 2:15 p.m.

Kontos Medical Sciences & Egyptian Buildings
MCV Campus

Sponsored by

VCU School of Medicine
VCU School of Dentistry
VCU Health System



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

Conference Agenda

Every Day, A New Discovery: Discover Resources for You

Friday, March 21, 2008

AM

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

8:15 Welcome and Announcements **MSB Auditorium**
Mary Helen Hackney, MD, President, WISDM

8:30 KEYNOTE ADDRESS
LEARNING TO LEAD
PonJola Coney, MD, Senior Associate Dean for Faculty Affairs
Professor of Obstetrics & Gynecology, VCU School of Medicine
There are many different – even contradictory – theories about what leadership is, and how to become a good leader. Dr. Coney will share her perspective about the ideal nature and values of leadership and how one can learn to advance their leadership skills.

Question and Answer Session

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

10:15 CONCURRENT WORKSHOPS **Egyptian Building, MSB and Classrooms**
(Attend one; select your 1st & 2nd choices on the Registration Form)

A. Mentoring: How to Find the Right Mentors and Mentees

Suzanne R. Lavoie, MD, Sarah Spiegel, PhD, and Carole Oskeritzian, PhD

- Define roles of mentors and mentees
- Explain how to find a mentor and mentee
- Review qualities to look for when seeking a mentor and mentee
- Discuss expectations for and assessment of mentoring relationships

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
- Adopt strategies to manage strong emotions (yours and theirs)
- Prepare (to) be constructive and focused regardless of how another person responds

C. Translational Research: Resources to Help You Succeed from VCU Center for Clinical and Translational Research (CCTR)

Chris Gennings, PhD; Pamela Dillon, PharmD; & Cornelia Ramsey, PhD, MSPH

- Review research resources available to clinical and translational researchers at VCU
- Describe educational opportunities to help clinicians and scientists across disciplines acquire competencies necessary to conduct clinical and translational research
- Explain mentoring and collaborative opportunities available in clinical and translational research

Conference Agenda

D. Eldercare and Taking Care of Family

Maria Curran, MA; Dorothy Caras, MS

- Recognize when it's time to seek help in caring for elders
- Review resources available
- Develop a plan

E. Planning Your Financial Future: It's More Than Your 401K

Robert L. Fitch, CLU, ChFC

- Review financial objectives at different stages of life: student, residency, young faculty/practitioner/researcher, midlife, later years
- Construct your investment portfolio to meet your objectives
- Identify insurance needs: life, disability, and long-term care

F. Diet, Exercise, and Healthy Living for Busy People

Katherine Vatalaro Hill, MPH, CHES; Bronwyn Lloyd; Kerry McClung;
Eric W. West, PhD

- Describe practical skills to cope with physical and emotional hunger and improve diet
- Try out exercises you can do without ever having to leave your office!
- Discuss VCU resources that can help you maintain your health

11:45 WISDM PROFESSIONAL ACHIEVEMENT AWARDS

MSB Auditorium

Moderator: Mary Helen Hackney, MD

- VCU School of Dentistry
- VCU School of Medicine

Special Guests: Sheldon Retchin, MD, CEO, VCU Health System and VP for Health Sciences
Jerome Strauss, III, MD, PhD, Dean, VCU School of Medicine and
Executive VP for Medical Affairs
Ronald J. Hunt, DDS, MS, Harry Lyons Professor and Dean, VCU School of Dentistry

SPECIAL RECOGNITION: *Join us to celebrate 50 Women Full Professors in the VCU School of Medicine!*

Congratulations and accolades to these outstanding women physicians and scientists for their many achievements leading the way in teaching, scholarship, clinical care, and service.

PM

12:15 Box lunch, networking, and turn in evaluation

MSB 104-105

1:00 - Concurrent Workshop and Tours

2:15 (Attend one; select your 1st and 2nd choices on the registration form)

WORKSHOP

G. Preparing Your CV for Promotion and Tenure

David Gardner, MD, and John Povlishock, PhD

- Discuss how the CV and teaching portfolio are used to document your performance to meet requirements for promotion and tenure, especially "excellence in teaching" and "excellence in scholarship"
- Review the "Standard Curriculum Vitae" required for tenure and promotion review in the VCU School of Medicine, effective 1/1/08
- Examine the Teaching Portfolio Guide to document your teaching, advising, and mentoring

TOURS

(At 1 p.m., tour participants will gather in the MSB Lobby and meet guides to escort you to the respective sites.)

H. **Massey Cancer Center (MCC), 401 College Street**

Guide: Polly A. Cole, MCC Patient Libraries, Massey Volunteer Program

- Lab in Goodwin Research Building and Thalhimer Conference Room
“Shared Space for Collaboration: How Effective Are the Interactions?”

Presenter: Richard G. Moran, PhD

- Healing Garden

“Development of Becky’s Garden, MCC’s Healing Garden”

Presenters: Becky C. Massey and Shelly Arthur, VSLD

I. **Virtual Reality Based Training Lab, VCU School of Dentistry:**

“Meet the Mannequins,” 520 N. 12th Street, A-Level

Visit the School of Dentistry Virtual Reality Based Training Lab and try your skill at cutting a tooth prep. Also presented will be an overview of how the latest technology is helping students learn faster and better.

Guide: Martha Bushong, MS, Assistant Director of External Relations, VCU School of Dentistry

Presenters: Rikki Gottlieb, DMD; and Betsy A. Hagan, DDS, MBA

J. **Clinical Learning Center, VCU School of Nursing, “Technology in Nursing Clinical Simulation: A New Philosophy of Teaching and Learning,” 1100 E. Leigh Street, 2nd Floor**

Clinical Learning Center (max: 24 participants)

Participants will tour the new state-of-the-science Clinical Learning Center and experience first hand the impact of patient simulation technology on the learning process. Demonstrations of MetiMan and SimMan will be presented, as well as the latest in recording and projecting teaching technology.

Guide: Amy Ridolphi, Director of Communications, VCU School of Nursing

Presenter: Sandy Voll, MS, CNM, WHNP, FNP, RNC

K. **VCUHS Critical Care Hospital (CCH), Clinical Support Center, Room 310, 403 N. 13th Street (max: 10 participants)**

The state-of-the-art 15-level replacement facility will have 232 adult patient beds, increasing the VCU Medical Center’s percent of private beds from 37% to 70%. The CCH will feature new operating rooms, expanded emergency care, conference space, and access to visitor parking. The facility will expand the VCU Medical Center’s critical-care capacity with new intensive care units for surgical trauma, neonatal, cardiac, neuroscience, medical respiratory and burn center patients.

Guide: Josh Plauny, Management Analyst, Patient Care Services, VCUHS

Presenter: Mark Ahern

L. **VCUHS Family Care Center, VCUHS N Deck, Leigh & 10th Streets (max: 30 participants)**

The tour will provide a wonderful opportunity to visit a creatively designed NAEYC accredited center for infant, toddler, and preschool children and to learn more about intergenerational care and how this is integrated into the programs for all participants. There will be an opportunity to discuss both the tangible and intangible benefits of providing a rich environment with meaningful experiences for both adults and children as well as their families.

Guide: Maria Curran, MA, VP Human Resources and Family Care Services, VCUHS

Presenters: Dorothy Caras, MS; Tracy Walters, MEd; Mary Thornton, MEd



Celebrating 16 Years of WISDM!
1992 - 2008

Keynote Speaker

PonJola Coney, M.D., is a faculty member, scholar, teacher, mentor, and administrator whose exemplary career spans nearly three decades. Since receiving her doctorate from the University of Mississippi Medical Center in 1978, she established herself



as a deeply respected academician in the field of obstetrics and gynecology. She completed an internship and residency in obstetrics and gynecology at the University of North Carolina in Chapel Hill and a fellowship in reproductive endocrinology and infertility at Pennsylvania Hospital (University of Pennsylvania) in Philadelphia, PA. Her contributions to academic medicine and to her discipline include faculty and administrative roles as Director, Division of Reproductive Endocrinology and Infertility; Chair, Department of Obstetrics and Gynecology; and Dean, School of Medicine.

Dr. Coney's clinical abilities were manifested early in her career, as she established academic programs of assisted reproduction at four successive institutions, yielding more than 500 births while directing clinical and laboratory activities, conducting research, and training residents and fellows in reproductive endocrinology and infertility. Whether she is teaching in the classroom, laboratory or in the clinic, Dr. Coney is highly regarded as a superb lecturer and teacher.

In recognition of her scholarship, she has contributed articles steadily to peer-reviewed journals, written book chapters and numerous abstracts and has garnered funding totaling more than \$27 million from NIH and industry. Her research interest lies in identifying the determinants and etiologies of reproductive disorders that contribute to health disparities for minority women. She most recently established a Center for Research in Women's Health in which clinical trials are underway that would examine determinants of bone mineral density and uterine leiomyoma in African American women. This is collaborative work that likely will be of particular relevance to understanding the disparity in these areas between white and black women.

Perhaps Dr. Coney's most significant professional accomplishments lie in the administrative domain. She is a natural leader with the capacity to bring people together to work constructively and creatively. As department chair, she guided faculty and staff through a difficult transitional period with vision and grace, achieving accreditation for the training program that was in jeopardy of being closed. As dean of the school of medicine at the historically black Meharry Medical College, she guided the school through a period of progressive growth and academic transformation. She directed the design and implementation of an updated pre-clinical curriculum, making it more flexible and responsive to current practices. She fostered and helped to build critical interdisciplinary research programs in neuroscience and HIV AIDS and mobilized awareness in the minority community of the issues surrounding minority participation in clinical trials and the burden of health disparities. As Dean, Coney also expanded and improved research and patient care facilities, built partnerships with nearby hospitals for training and research initiatives, implemented mission-based budgeting and clinical practice quality improvement measures, and recruited diverse and talented faculty. She attained funding to establish the EXPORT Center that engages the community in setting a wide-ranging agenda that focuses on issues of health disparities, access to care, continuing medical education, and education of communities on health risks and research findings.

Dr. Coney has taken a keen interest in increasing the presence of women and minorities in positions of senior faculty rank and leadership. She was a Fellow in the inaugural Executive Leadership in Academic Medicine Program for Women (ELAM) and was a founder of the unique professional organization, Society for Executive Leadership in Academic Medicine (SELAM). She mentors numerous residents, fellows, and junior faculty who continue to seek her counsel. She has created and implemented a core curriculum for disadvantaged students seeking admission to professional schools. She has trained numerous undergraduate students and residents. Her students, during her tenure as dean, most from historically underrepresented groups, have gone on to successful careers at leading universities around the country.

Dr. Coney currently serves as Senior Associate Dean for Faculty Affairs and Professor of Obstetrics & Gynecology at Virginia Commonwealth University School of Medicine.



Presenters

KEYNOTE SPEAKER

PonJola Coney, MD

Senior Associate Dean for Faculty Affairs
Professor, Department of Obstetrics and Gynecology
VCU School of Medicine (SOM)

WORKSHOPS

Dorothy Caras, MS, Gerontology

Director of Adult Program
VCU Health System Family Care Center

Maria Curran, MA

Vice President of Human Resources and Family Care Services
VCU Health System (VCUHS)

Pamela M. Dillon, PharmD

Research Liaison
VCU Center for Clinical and Translational Research

Robert L. Fitch, CLU, ChFC

President, James River Planning Services, Inc.
Richmond, Virginia

David F. Gardner, MD

Professor of Internal Medicine
Division of Endocrinology and Metabolism
Chair, DOIM Promotion and Tenure Committee, VCU SOM

Chris Gennings, PhD

Professor of Biostatistics
Director of Research Incubator
VCU Center for Clinical and Translational Research

Katherine Vatalaro Hill, MPH, CHES

Assistant Director, VCU Office of Health Promotion

Suzanne R. Lavoie, MD

Professor of Pediatrics and Internal Medicine
Chair, Division of Pediatrics Infectious Diseases
VCU School of Medicine

Bronwyn Lloyd

Graduate Assistant, VCU Office of Health Promotion

Kerry McClung

Assistant Coordinator of Fitness/Wellness
VCU Recreational Sports

Carole A. Oskeritzian, PhD

Assistant Professor
Department of Biochemistry and Molecular Biology, VCU SOM

John Povlishock, PhD

Professor and Chair
Department of Anatomy and Neurobiology, VCU SOM

Cornelia Ramsey, PhD, MSPH

Community-Based Research Liaison
VCU Center for Clinical and Translational Research

Aradhana Bela Sood, MD, MSHA

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

Sarah Spiegel, PhD

Chair and Professor
Department of Biochemistry and Molecular Biology, VCU SOM

Eric W. West, PhD, ACSM, AFAA, IDEA, AFPA, AAHPERD

Coordinator, Fitness/Wellness Program
VCU Recreational Sports

TOURS

Mark Ahern

Project Manager, Jones Lang LaSalle

Shelly Arthur

Virginia Certified Landscape Designer, Massey Cancer Center
Garden Committee

Riki Gottlieb, DMD

Assistant Professor, General Practice
Director, Virtual Reality Simulation Lab, VCU SoD

Betsy A. Hagan, DDS, MBA

Director of Preceptorships, VCU SoD

Becky C. Massey

Massey Cancer Center Advisory Board Member & Healing Garden
Committee

Richard G. Moran, PhD

Professor, Pharmacology & Toxicology, VCU SOM

Mary Thornton, MEd

Operations Coordinator, VCUHS Family Care Center

Sandy Voll, MS, CNM, WHNP, FNP, RNC

Director, VCU School of Nursing Clinical Learning Center and
Clinical Assistant Professor

Tracy Walters, MEd

Curriculum Specialist, VCUHS Child Care Center

TESTIMONIALS FROM PAST PARTICIPANTS

“I heard some great advice and felt motivated to step up and make a difference in my career;” “My expectations were met at networking, informative speakers and relevant topics;” “Presenters and speakers always give excellent take-home messages and validate what we do and how we feel;” “Will help enhance my interpersonal skills with women;” “It’s good to empower women;” “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, administrators and other health care professionals across the VCU Medical Center, VAMC, Inova Campus and beyond; medical, dental, other professional students, 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, opportunities, and resources for women in health sciences
- Develop skills relating to professional development, personal growth and career advancement
- Network with colleagues

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

Program Registration & Parking

The registration fee of \$45.00 (\$25.00 for students, residents 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 14, 2008. 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 Streets, Richmond, VA. The fee is paid at the time of parking.

Accreditation & Credit

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

Physicians may claim up to 4.0 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 *4.0 AMA PRA Category 1 Credit(s)TM*. 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 4.0 continuing dental education hours.

This continuing education activity meets the criteria of Virginia Commonwealth University and the Southern Association of Colleges and Schools. .4 CEUs will be awarded and recorded with the University.

Scholarships

Scholarships are available to students, residents and fellows. 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 Development, Office of Faculty Affairs
(804) 828-6591, dstewart@vcu.edu

WISDM Executive Council & Conference Planning Committee

EXECUTIVE COMMITTEE

Mary Helen Hackney, MD

President, WISDM Faculty Organization
Associate Professor, Internal Medicine, School of Medicine (SOM)

Susan Lanni, MD

Secretary, WISDM Faculty Organization
Associate Professor of Obstetrics and Gynecology, SOM

Betsy A. Hagan, DDS, MBA

Treasurer, WISDM Faculty Organization
Director of Preceptorships
VCU School of Dentistry

Cecelia Haines Boardman, MD

Past-President, WISDM Faculty Organization
Associate Professor of Obstetrics/Gynecology, SOM

COMMITTEES

Jan Chlebowski, PhD

Co-Chair, Graduate Student Committee
Professor of Biochemistry and Molecular Biology
Associate Dean, Graduate Education, SOM

Helen Fillmore, PhD

Co-Chair, Graduate Student Committee
Associate Professor of Neurosurgery, SOM

Rita Shiang, PhD

Co-Chair, Graduate Student Committee
Co-Chair, SOM Committee on the Status of Women & Minorities
Associate Professor of Human Genetics, SOM

Anna Leung, MD

Chair, Housestaff Committee, Surgery Resident

Michelle Whitehurst-Cook, MD

Chair, Medical Student Committee
Associate Professor of Family Medicine
Associate Dean for Admissions, SOM

Martha Bushong, MS

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

Amelia Grover, MD

Co-Chair, WISDM Newsletter Committee
Assistant Professor of Surgery, SOM

Julie Mayglothing, MD

Chair, Professional Development Committee
Assistant Professor of Emergency Medicine and Surgery, SOM

WISDM REPRESENTATIVES

Carol Brooks, DDS

Associate Professor of General Practice
VCU School of Dentistry

B. Ellen Byrne, DDS, PhD

Professor of Dentistry
VCU School of Dentistry

Maria Curran, MA

Vice-President of Human Resources
VCU Health System

Lenore Joseph, MD

Associate Chief of Staff for Education
McGuire Veterans Affairs Medical Center
Associate Professor of Neurology, SOM

Diane Schroeder, MD

Associate Professor of Internal Medicine, SOM
McGuire Veterans Affairs Medical Center

EX-OFFICIO MEMBERS

Saba Masho, MD, MPH, DrPH

Co-Chair, SOM Committee on the Status of Women
and Minorities
Assistant Professor, Epidemiology & Community Health, SOM

Carol L. Hampton, MMS

Associate Dean
Faculty & Instructional Development
Office of Faculty Affairs, SOM

PAST PRESIDENTS

Cecelia Boardman, MD * Bela Sood, MD * Joann Bodurtha,
MD, MPH * Lenore Buckley, MD, MPH * Karen Sanders, MD
* Dawn Mueller, MD * Wendy Klein, MD

CONFERENCE PLANNING COMMITTEE

CO-CHAIRS

Julie Mayglothing, MD

Mary Helen Hackney, MD

Carol Hampton, MMS

CONFERENCE MANAGER

Deborah Stewart, BIS

School of Medicine, Office of Faculty Affairs
PO Box 980565; 804-828-6591, dstewart@vcu.edu



Course Registration Form

DCA OF03 101 08 4.0

Visit website: www.medschool.vcu.edu/cme/calendar.html

16th Annual Women in Science, Dentistry, & Medicine Pathways to Leadership Conference
Kontos Medical Sciences & Egyptian Building, MCV Campus
Friday, March 21, 2008

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 check your affiliation:
(check all that apply)

VAMC - Richmond

VCU Dentistry

VCU Medicine

VCU Health System

Other _____

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

_____ 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

(Choose only one, indicate 1st and 2nd choices)

AM Workshops

A _____ B _____ C _____ D _____ E _____ F _____

(Choose only one, indicate 1st and 2nd choices)

PM Workshop and Tours

G _____ H _____ I _____ J _____ K _____ L _____

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

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 Mary Helen Hackney, MD, President, 804-628-1933, 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 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 are entering dentistry in Virginia and across the U.S. In August 2007, 35% of our 366 dental students were women. Of the 73 full-time dental school faculty, 28 (38%) 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

In 2007, VCU Health System was named a National Association of Female Executives (NAFE) Top Company, and a top ten in the non-profit category. We also were named Richmond Employer of Choice for 2007 for the second year in a row. In the Fall of 2007, we proudly accepted recognition as a Working Mother magazine's Top 100 Best Companies - for the third time. And most recently, we were named one of Richmond's Great Places to Work by Richmond Magazine. These distinctions affirm that we are doing the right things for the right reasons. We take our responsibility to care for people seriously as a health care provider and as an employer. And because females comprise 80% of our workforce, we take our responsibility one step further by doing what it takes to help them advance and prosper. We recognize that the ability for our workforce to attain their professional goals is contingent on their ability to achieve balance between their professional and personal lives. To this end, we offer more than 400 programs, policies and benefits focused to help employees juggle, not choose. Thank you WISDM, for sharing our commitment to recognizing, nurturing and advancing our female health care professionals.

