



W I S D M
Women in Science, Dentistry & Medicine

18th Annual WISDM Leadership Conference 2010

*Moving Up, Moving Out, Moving On:
Career Transitions*

Friday, March 5, 2010

7:30 a.m. - 2:45 p.m.

Jonah L. Larrick Student Center
MCV Campus

Sponsored by

VCU School of Medicine
VCU School of Dentistry
VCU Health System

McGuire Veterans Affairs Medical Center



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

Moving Up, Moving Out, Moving On - Career Transitions

Friday, March 5, 2010

AM

7:30 Registration and Continental Breakfast **Pre-Function Area, Right Hallway**
Networking with colleagues, visit the exhibits

8:15 Welcome and Announcements **Court End Ballroom**
Susan M. Lanni, MD, President, WISDM

8:30 KEYNOTE ADDRESS **Court End Ballroom**
CAREER TRANSITION CHALLENGES AND OPPORTUNITIES FOR EARLY, MID, AND LATE ACADEMIC CAREERS
Joan M. Lakoski, PhD
Associate Vice Chancellor for Academic Career Development, University of Pittsburgh
Every stage of an academic career presents important opportunities for personal and professional growth and impact. Dr. Lakoski will consider the dynamics of an academic career in today's competitive and rapidly changing environment and seek to identify strategies to ensure long-term personal success and satisfaction. We will explore the role of mentoring as an important resource in creating faculty vitality, whether you are an early stage investigator or a senior leader. Emphasis on the unique aspects of career transitions will provide an enhanced understanding of the tools and resources needed to enable success at every stage of your career in the academic pathway.

Question and Answer Session

9:45 Coffee Break **Court End Ballroom**

Visit the Exhibits and/or Larrick Center Tour

- VCUHS Work/Life Balance Resources and Concierge Services
- Barnes and Noble @ VCU - Books will be available for purchase
- Posters from WISDM, WIM Student Organization (WIMSO), Women in Science Student Organization (WISSO), SOM Committee on the Status of Women and Minorities (COSOWAM), VCU Health System

10:15 CONCURRENT WORKSHOPS

Indicate 1st & 2nd choices on the Registration Form

A. Podium Pizzazz: Don't Be a Side-show to Your Slide-show **Jackson Ward A**
Aaron Anderson, PhD, MFA

- Participants will learn the basics of proxemics (where to stand and why) for maximum impact
- Participants will learn the basics of how to vocally command a presentation space
- Participants will learn how to organize their presentations for maximum impact

B. Keeping it Safe: How to Have Difficult Conversations **Jackson Ward B**
Denise Thornby, MS, RN, NEA-BC

- Discuss why skilled communication is a critical skill in health care
- Identify strategies for increasing the feeling of safety in a crucial conversation
- Describe three methods for improving ability to have crucial conversations

Conference Agenda

C. Social Networking in Medicine

Churchill Boardroom

Susan Wolver, MD and David Voran, MD

- Understand the types of social media that exist
- Using social media to interact with colleagues and patients
- Pros and cons of using social networking to interact with patients

D. Financial Wellness

Court End Ballroom A

Kevin Williamson, BS, CFP

- Discuss why and how you should invest when you think you can't afford it.
- Identify how much savings you really need.
- Describe how you start to come up with an overall investment strategy

11:30 Break

11:45 WISDM PROFESSIONAL ACHIEVEMENT AWARDS

Court End Ballroom

Moderator: Susan M. Lanni, MD

- VCU School of Dentistry
- VCU School of Medicine

Special Recognition: 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

Judy Brannen, MD, MBA, Chief of Staff, McGuire Veterans Affairs Medical Center

PM

12:15 Pick up Box lunch, networking, visit exhibits

Court End Ballroom

12:45 LUNCHTIME PRESENTATION

Court End Ballroom

*ASSESSING YOUR LEADERSHIP SKILLS & TALENTS:
PREPARE TO SHAPE THE FUTURE!*

Joan M. Lakoski, PhD

This interactive session is designed to enable students, fellows and faculty to consider their contributions and impact in achieving their personal vision and mission of an academic career in the health professions. Reflection and discussion on skills needed for being a "leader" will be considered, as well as interactive approaches to identify and successfully promote the unique talents of every professional – in order to meet one's personal and professional goals. Opportunities for networking with colleagues from across the institution and intensive discussions on mentoring will be included.

1:30 - WORKSHOP

2:45 E. Planning for Promotion and Tenure

Court End Ballroom

John (Ian) V. Nixon, MD

Dr. Nixon will present a 30-minute overview of the promotion and tenure process; then open the session for questions and answers

- Determine the steps to take to be prepared for promotion when starting out
- Examine the benefit of collateral vs. tenured track
- Discuss timing of promotion at the different levels

2:45 CONFERENCE ADJOURNS, turn in evaluation

Keynote Speaker

Joan M. Lakoski, PhD, is the Associate Vice Chancellor for Academic Career Development at the University of Pittsburgh Schools of the Health Sciences, and the Associate Dean for Postdoctoral Education, Professor of



Pharmacology and Chemical Biology, and Professor in Clinical and Translational Sciences at the University of Pittsburgh School of Medicine. Dr. Lakoski received her doctoral degree in pharmacology from the University of Iowa, completed postdoctoral training in the Department of Psychiatry at the Yale University School of Medicine, and has held faculty positions at the University of Texas Medical Branch in Galveston and the Pennsylvania State University College of Medicine, including appointment as interim chair of the Department of Pharmacology at Penn State. Dr. Lakoski was the Founding Executive Director of the Office of Academic Career Development at the University of Pittsburgh (2002-2009) and she has created a unique resource for providing comprehensive career development services, including mentoring programs for professional students, postdoctoral fellows, residents, clinical fellows and faculty designed to “empower the health science professional”.

As a member of the graduate faculty at the University of Pittsburgh, Dr. Lakoski conducts research on the neuropharmacology of aging, the impact of mentoring and responsible conduct in research, and analysis of career development of professionals in biomedical research. She serves on review panels for the National Institutes of Health Center for Scientific Research, including membership in the Neuroendocrinology, Neuroimmunology, and Behavior Study Section (2006-2010). Dr. Lakoski also serves as director of faculty development and director of mentorship for the Clinical Translational Research Institute funded by a Clinical Translational Service Award to the University of Pittsburgh, as co-director of the Multidisciplinary Clinical Research Scholars (KL2) Program, and as director of the RiMED Fellows Program – an innovative international postdoctoral training program at the University of Pittsburgh. Dr. Lakoski is active in graduate and medical education and was elected to the University of Pittsburgh School of Medicine Academy of Master Educators in 2009.

Dr. Lakoski continues to be an advocate for postdoctoral education at local and national levels. In 2008-2009, she served as Chair of the Postdoctoral Leaders Section of the Association of American Medical Colleges Graduate Education and Training (GREAT) Group and she is member of several committees of the National Postdoctoral Organization. At the University of Pittsburgh, Dr. Lakoski has created several unique resources for Pitt Postdocs including the annual Postdoctoral Professionalism Series, the Pitt Postdoctoral Position Posting web site, and the annual Data and Dine Symposium held in collaboration with the university-wide postdoctoral association, the University of Pittsburgh Postdoctoral Association (UPPDA). For her numerous activities in support of postdoctoral fellows at Pitt, Dr. Lakoski was the recipient of the 2007 Postdoctoral Advocate Award from UPPDA. Under her leadership, the University of Pittsburgh Schools of the Health Sciences developed an intensive course for senior postdocs and junior faculty to develop their abilities to lead innovative research programs, which has been featured in scientific journals. Dr. Lakoski is also an active advocate for women in research and has hosted the annual Women in Medicine and Science Receptions and 2009 Forum at the University of Pittsburgh. Her many contributions have been recognized as a member of the University of Pittsburgh Provost’s Advisory Committee on Women’s Concerns which received the 2009 Chancellor’s Affirmative Action Award.

Dr. Lakoski serves in numerous leadership roles in professional organizations and is currently President of the Society for Executive Leadership in Academic Medicine (SELAM), International. She is a member of the Committee to Study the National Needs for Biomedical, Behavioral, and Clinical Research Personnel of the Policy and Global Affairs Division of the National Academy of Sciences and the National Research Council which is finalizing a report on NIH training programs for release in 2010.

Dr. Lakoski is fully committed to creating and shaping the training of professionals in the health sciences and, thereby, insuring long-term career success and satisfaction for investigators in basic, clinical and translational research.

Presenters

KEYNOTE SPEAKER

Joan M. Lakoski, PhD

Associate Vice Chancellor for Academic Career Development
University of Pittsburgh Schools of the Health Sciences
Associate Dean for Postdoctoral Education
Professor of Pharmacology and Chemical Biology
Professor in the Clinical and Translational Science Institute
University of Pittsburgh School of Medicine

David Voran, MD

Family Practice Physician
Heartland Clinic of Platte City
Heartland Clinic
Platte City, MO

Kevin Williamson, BS, CFP

Associate Financial Advisor
Ameriprise Platinum Financial Services

WORKSHOPS

Aaron Anderson, PhD, MFA

Associate Professor
Movement and Voice
Department of Theatre
VCU School of the Arts

J. V. (Ian) Nixon, MD, FACC, FAHA

Professor of Internal Medicine
Division of Cardiology
VCU School of Medicine

Denise Thornby, MS, RN, NEA-BC

Director, Education and Professional Development
VCU Health System
Assistant Dean of Continuing Education
VCU School of Nursing

Susan Wolver, MD

Assistant Professor of Internal Medicine
Division of General Medicine and Primary Care
VCU School of Medicine

TESTIMONIALS FROM PAST PARTICIPANTS

“This program really enhanced my understanding of challenges facing women and leadership roles of women”
• “Very interactive and informal” • “Excellent program with a wide variety of helpful information” • “I had a good time at the conference today . . . it was so nice to have a chance to talk with colleagues I rarely see” • “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” • “...I very much appreciate the excellent organization and spirit of the conference.”

Program Description

This program promotes professional development through enhancement of leadership skills and strategies. 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; postdocs, 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 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, February 26, 2010. 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.

Credit & Accreditation

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 educational activity for a maximum of 4.5 *AMA PRA Category 1 Credits*TM. Physicians should only claim 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. .4 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 4.5 hours continuing education credits.

Scholarships

Scholarships are available to students, residents, postdocs, 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, BIS
Education Program Coordinator, Office of Faculty Affairs
(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. Sustaining memberships are available to those who pay an annual contribution to support our various programs. For more information about the WISDM Faculty Organization, please contact Susan M. Lanni, MD, President, 804-828-8468, Deborah Stewart, Educational Program Coordinator, 804-828-6591, dstewart@vcu.edu, 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. More than 700 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. 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 34% of all full-time faculty, higher than the national averages, and chair 7 of 29 departments. Among medical students, 47% are women, and among graduate students 54% 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 are entering dentistry in Virginia and across the U.S. In the fall of 2009, 40% of our 383 dental students were women. Of the 77 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 SYSTEM

In a year of unprecedented challenges, for VCU Health System, 2009 was a year worth celebrating. We proudly accepted recognition as a Working Mother magazine's "100 Best Companies for Working Mothers" – for the fifth time. And for the third time, we were designated a National Association of Female Executives (NAFE) Top Company, and a top five in the non-profit category. These national 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 75% 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 of our employees to attain their professional goals relies heavily on their ability to focus, not worry about personal responsibilities. To this end, we offer more than 400 programs, policies and benefits, including child care, adult day care, sick/backup care, wellness programs, housing education and assistance and education reimbursement – for employees and their dependents. In 2009, we awarded \$77,500 in downpayment assistance to 15 employees and more than \$4 million was provided in education assistance. Thank you WISDM, for sharing our commitment to recognizing, nurturing and advancing our female health care professionals.

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 department and board chair positions. The medical center, in Richmond, Virginia, and its two satellite clinics (in Fredericksburg and Charlottesville) serve a population of 200,000 veterans in the region. 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. 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.

WISDM Executive Council & Conference Planning Committee

EXECUTIVE COMMITTEE

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President, WISDM Faculty Organization
Associate Professor, Obstetrics/Gynecology, School of Medicine (SOM)

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

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Associate Professor, Department of Pediatric Dentistry
VCU School of Dentistry

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Associate Dean for Admissions, SOM

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Director of Communications and Advancement Operations
VCU School of Dentistry

Amelia Grover, MD

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Assistant Professor of Surgery, SOM

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Assistant Professor of Pathology, SOM

Mary Helen Hackney, MD

Immediate Past-President
Co-Chair, Medical Student Committee
Associate Professor, Internal Medicine, School of Medicine (SOM)

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Senior Associate Dean
VCU School of Dentistry

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VCU Health System

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McGuire Veterans Affairs Medical Center
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Diane Schroeder, MD

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

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

PonJola Coney, MD

Senior Associate Dean
Office of Faculty Affairs, SOM

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MPH * Karen Sanders, MD * Dawn Mueller, MD * Wendy Klein,
MD

CONFERENCE PLANNING COMMITTEE

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Kimberly Sanford, MD

CONFERENCE MANAGER

Deborah Stewart, BIS

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



Virginia Commonwealth University
School of Medicine Office of Faculty Affairs
P.O. Box 980565, Richmond, VA 23298-0565

Course Registration Form

DCAOF-2870-10 4.5

Visit website: www.cmeregistration.som.vcu.edu

18th Annual Women in Science, Dentistry, & Medicine Leadership Conference 2010
Jonah L. Larrick Center, MCV Campus
Friday, March 5, 2010

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)

- VCU Dentistry
 VCU Medicine
 VCU Health System
 McGuire Veterans Affairs
Medical Center
 Other _____

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

First Name _____ Last Name _____ Title _____
Department _____ School/Firm/Institution _____
Degree _____ Specialty/Division _____
(W)Telephone _____ Fax# _____ (H)Telephone _____
Email _____ Mailing Address (Street) _____
City _____ State _____ Zip Code _____

AM Workshops (all A.M. workshops are from 10:15 - 11:30)
(Indicate 1st and 2nd choice)

A _____ B _____ C _____ D _____

PM Workshop: Planning for Promotion & Tenure
(Indicate if you will attend)

E _____

Registration Fees: _____ \$45.00 enclosed
Students: _____ \$25.00 enclosed or _____ Scholarship (see page 6 of brochure)
(please select) _____ Residents _____ Postdocs _____ Medical _____ Dental _____ Graduate
Total amount enclosed\$ _____

Make checks payable to: UHS-PEP

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Online registration now available. Please visit www.cmeregistration.som.vcu.edu