14th Annual

WISDOM

Women In Science, Dentistry, Osteopathy & Medicine

Pathways to Leadership Conference

"Why So Slow ?"

Friday, March 17, 2006
Richmond Marriott Hotel
Richmond Virginia

PRESENTED BY THREE MEDICAL SCHOOLS IN VIRGINIA:

- Virginia Commonwealth University School of Medicine
- University of Virginia School of Medicine
- Eastern Virginia Medical School

IN COLLABORATION WITH:

- Medical Society of Virginia
- Richmond Academy of Medicine
- Edward Via Virginia College of Osteopathic Medicine
- Virginia Commonwealth University School of Dentistry
- Virginia Dental Association

Along with the Office of Continuing Professional Development and Evaluation Studies at Virginia Commonwealth University, Medical College of Virginia Campus

Jennifer Daley, MD, is the Senior Vice President for Clinical Quality, and Chief Medical Officer at Tenet HealthCare in Dallas, TX. She is responsible for the development and implementation of the Commitment to Quality, an innovative program that promotes the best evidence-based care for patients with acute myocardial infarction, community-acquired pneumonia, congestive heart failure, coronary artery bypass graft, nosocomial infections, and adverse drug events. Clinical modules in development include the diagnosis and treatment of stroke, most major surgical procedures, obstetrics, and invasive cardiology. Dr. Daley is also responsible for the research and development efforts of the Commitment to Quality. She is an Adjunct Associate Professor of Community and Family Medicine at Dartmouth Medical School in Hanover, NH.

From 1999 to 2002, Dr. Daley was the Director of the Center for Health Systems Design and Evaluation in the Institute for Health Policy at Massachusetts General Hospital and Partners HealthCare System in Boston, Massachusetts. She was also Associate Professor of Medicine at Harvard Medical School. The Center for Health System Design and Evaluation provided consulting services to Partners HealthCare System and other health systems throughout the United States. Completed projects included the development of an innovative patient safety process assessment using failure mode analysis; a state-of-the-art paper on individual physician clinical performance assessment (i.e., profiling) prepared for the American Medical Association, the American Board of Medical Specialties, and the Council of Medical Specialty Societies; and redesign and expansion of the quality, safety, and patient satisfaction "scorecards" for Partners HealthCare System.

Jennifer Daley, MD
Senior Vice President for Clinical Quality
Chief Medical Officer
Tenet Healthcare Corporation
Dallas, Texas

From 1996 to 1999, Dr. Daley was the Vice President and Medical Director of Health Care Quality at the Beth Israel Deaconess Medical Center, a 600-bed Harvard teaching hospital. She had clinical and operational responsibility for care/case management, risk management and external compliance, quality measurement and improvement, and clinical practice guideline development and implementation.

From 1990 to 1996, Dr. Daley was the recipient of a Senior Career Development Award in Health Services Research and Development from the Department of Veterans Affairs. Based at the West Roxbury Division of the VA New England HealthCare System, Dr. Daley's research and quality improvement activities focused on access to care, patient satisfaction, utilization and outcomes in ischemic heart disease, and the development of a nationally recognized outcomes and quality improvement program in surgery, the VA National Surgical Quality Improvement Program.

Between 1979 and 1987, Dr. Daley was a clinician-teacher and practicing internist at the New England Medical Center in Boston and joined the General Medicine faculty at the Beth Israel Hospital in 1987.

Dr. Daley is the author of over 140 peer-reviewed publications, book chapters, and clinical communications. She served on the editorial board of the Annals of Internal Medicine from 1999 to 2001. From 1995 to 1999 she co-edited a monthly series in the Journal of the American Medical Association, Clinical Crossroads. She is the author of the Guidebook on Uses of Mortality Data and co-editor of Through the Patient's Eyes. Dr. Daley is a graduate of Brown University (A.B., Human Studies, magna cum laude) and Tufts University School of Medicine. She completed postgraduate training in internal medicine at the New England Medical Center in Boston, Massachusetts, and her general medicine fellowship at Harvard Medical School.

Virginia Valian is Distinguished Professor of Psychology and Linguistics at Hunter College and the Graduate Center of the City University of New York (CUNY). She is a cognitive scientist whose research ranges from first and second language acquisition to gender differences and gender equity. In her book, "Why So Slow? The Advancement of Women" (MIT Press, 1998; paperback, 1999), Valian asks why so few women are at the top of their profession, whether the profession be science, law, medicine, college teaching, industry, or business.

Dr. Valian's science-based approach has been featured in the New York Times, the Washington Post, Nature, Scientific American, The Women's Review of Books, and many other journals and magazines. Valian has also appeared on NPR, the BBC, and The News Hour with Jim Lehrer. She lectures and gives workshops to faculty and professional groups in the US and abroad. Reviewers have called her book "compelling," "scholarly and convincing," "accessible and lively," and "a breakthrough in the discourse on gender."

Dr. Valian is the lead Principal Investigator on an ADVANCE Institutional Transformation Award from NSF, The Gender Equity Project. Questions addressed by the project include: "Why do women continue to lag behind men in the sciences? What can institutions do to eliminate gender disparities and help all scientists flourish?"

Information about the Gender Equity Project and its initiatives are available at www.hunter.cuny.edu/genderequity

photo by Frank Fournier

Virginia V. Valian, PhD
Distinguished Professor of Psychology and Linguistics
Hunter College and
CUNY Graduate Center
New York, NY

Also found on Dr. Valian's website is a link to her response to comments from Dr. Lawrence Summers, President of Harvard University. In January 2005, Dr. Summers stirred up debate when he speculated that women may face a biological disadvantage compared to men in math and science. Several short pieces about gender equity written by Dr. Valian may be found at http://www.hunter.cuny.edu/genderequity/equitymaterials.html

NSF also funds Dr. Valian's creation of web-based tutorials for students, faculty, and administrators; the tutorials take the form of slides with voice-over narration. The goal is to give wide access to information about how gender influences the careers of men and women. The website is www.hunter.cuny.edu/gendertutorial.

"...Dr. Valian has analyzed many hundreds of studies on the status of women in the professions, science and academia. She has .... pulled the vast and ragged literature together into a compelling book. "- Natalie Angier, New York Times

"...A well written, thoughtful objective analysis of why inequalities continue to exist between women and men." - Choice

Friday, March 17, 2006

"Why So Slow?"

AM

7:30 Registration and Continental Breakfast
Network and Visit Exhibits

8:45 Welcome and Announcements
Acknowledgements of Deans & Presidents of Sponsoring Organizations
Moderator: Christine Peterson, MD

9:00 KEYNOTE ADDRESS
"Having It All" and Keeping Your Integrity as a Woman
Jennifer Daley, MD
- Discuss the challenges for women in medicine, science and dentistry to maintaining one's personal integrity and values under the pressures of trying to "have it all"
- Address ways of adapting and coping with these challenges

10:00 Coffee Break – Visit Exhibits

10:30 BREAKOUT SESSIONS
(Select your first 3 choices on the Registration Form)

A Coding and Practice Management:
Fair and Just Reimbursement For Your Honest Services
H. Christopher Alexander III, MD
Charles Cuttino, DDS
- Learn better how to obtain just reimbursement for honest services
- Understand how CPT codes are developed, especially the various categories
- Discuss the limitations of CPT codes as they relate to reimbursement

B Speak and Be Heard: Presenting with PowerPoint
Jeanne Schlesinger, MEd
- Describe and apply components of well-designed presentations
- How to engage an audience; how to clarify messages and be heard
- How powerpoints can hurt or help presentations; provide specific steps to improve powerpoints

C Sex Differences: Implications and Consequences
Steven Rhoads, PhD
- Discuss evidence for significant sex differences (such as different styles and outlooks, competing/cooperating, nurturing their young or their employees, influences of body chemicals such as testosterone and oxytocin)
- Explain how a better understanding of sex differences can lead to a more effective and satisfying professional life, as well as more harmonious relations with friends and family

D Creating a Culture of Excellence to Attract and Retain the Best Employees
Maria Curran, MA
- Make the business case for investing in employees
- Discuss strategies for effective employee communication and celebrating successes
- Develop a culture to balance needs of the employer and the employees

E Salary Negotiation: What You Need to Know
Ann Fulcher, MD
- Provide information about and sources for salary benchmarks
- Discuss important topics that may arise during salary negotiations such as call schedule, guaranteed academic time, professional expense allowance, and other criteria for performance evaluation

"Why So Slow?"

F **Panel Discussion**
Lessons in Leadership: How We Got to Where We Are Today
B. Ellen Byrne, DDS, PhD
Sharon Hostler, MD
Hazel Konerding, MD
Moderator: Bela Sood, MD
In this workshop, successful women leaders from academia and community practice will discuss their varied pathways to leadership. Using these stories, participants will be better able to:
- Recognize opportunities for leadership in their careers
- Describe defining moments of leadership
- Glean pearls and avoid pitfalls for successful leadership
- Discuss how leadership competencies may not be the same as clinical, educational or research competencies
- Discuss how leadership requires accurate self-knowledge and self-love

G **Why So Slow?**
Virginia Valian, PhD
In a small group setting participants will:
- Discuss why so few women occupy positions of power and prestige
- Better explain the disparity in the professional advancement of men and women using concepts and data from psychology, sociology, economics and biology

PM

12:00 **Seated Luncheon**
Welcome and Announcements

12:50 **Break – Move to Afternoon Keynote Address**

1:00 **WISDOM Professional Achievement Awards**
Moderator: Susan Ballagh, MD

1:30 **PM KEYNOTE ADDRESS**
Why So Slow: The Advancement of Women
Virginia Valian, PhD
Moderator: Wendy Klein, MD
- The overall goal is to make the invisible factors that retard women's progress visible so that fair treatment of men and women will be possible. Dr. Valian makes the case with experimental and observational data from laboratory and field studies of children and adults, and with statistical documentation on men and women in the professions. She also provides many anecdotal examples for lively counterpoint.
- Discuss how our perceptions are skewed by implicit hypothesis about gender differences - gender schemas – that create small sex differences in characteristics, behaviors and perceptions in men and women. These small imbalances accumulate to advantage men and disadvantage women. The most important consequences of gender schemas for professional life are that men tend to be overrated and women underrated.

2:30 **Question and Answer Session**

2:45 **Coffee Break – Visit Exhibits**

3:15 **BREAKOUT SESSIONS PM**
(switch breakout session, attend another)

4:45 **Conference Adjourns**
Please return your Evaluations

CONFERENCE DESCRIPTION

The 14th Annual Women In Science, Dentistry, Osteopathy & Medicine Conference will take place on March 17, 2006, at the Richmond Marriott Hotel in Richmond, Virginia.

This conference is presented by three medical schools in Virginia:

- ***Virginia Commonwealth University School of Medicine, Medical College of Virginia Campus***
- ***University of Virginia School of Medicine***
- ***Eastern Virginia Medical School***

In collaboration with:

- ***Medical Society of Virginia***
- ***Richmond Academy of Medicine***
- ***Edward Via Virginia College of Osteopathic Medicine***
- ***Virginia Commonwealth University School of Dentistry***
- ***Virginia Dental Association***

along with the Office of Continuing Professional Development and Evaluation Studies at Virginia Commonwealth University, Medical College of Virginia Campus

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

ACCREDITATION AND 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 6.0 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 6.0 hours in category 1 credits toward the AMA Physician's Recognition Award. Each physician should claim only those hours of credit that she/he actually spent in the activity.

The Edward Via Virginia College of Osteopathic Medicine is accredited by the Council for Continuing Medical Education of the AOA to sponsor continuing medical education. The Edward Via Virginia College of Osteopathic Medicine designates this continuing medical education activity for a maximum of 6 hours of category 2A credit. Each physician should claim only those hours of credit that she/he actually spent in the educational activity.

EDUCATIONAL OBJECTIVES

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

- ***Identify leadership strategies for women in medicine, science, dentistry, and osteopathy***
- ***Develop skills relating to career advancement and professional development***
- ***Examine barriers and opportunities for women in medicine, science, dentistry, and osteopathy***
- ***Consider tools and strategies that help clarify and evaluate professional and personal goals***

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

CANCELLATION

Registration fee, less a $60.00 nonrefundable administrative fee, will be refunded only if written notice of cancellation is received on or before March 10, 2006. You can fax your written cancellation notice to us at 804/828-7438.

PROGRAM REGISTRATION

The registration fee of $150.00 ($75.00 for students and resident physicians) includes tuition, program materials, transcript of credit hours, continental breakfast, coffee breaks, and luncheon in the newly renovated downtown Richmond Marriott Hotel.

CONFERENCE SITE and HOTEL RESERVATIONS

A block of rooms has been reserved at the Richmond Marriott Hotel, 500 East Broad Street in downtown Richmond, VA. **The cut off date for reservations is Tuesday, February 14, 2006, and the rate is $129.00 (plus local taxes).** Any rooms not reserved by this time will be available on a first-come, first-served basis. Check-in time is 4:00pm and check-out time is 12:00pm.

To make reservations, please contact Marriott Reservations at **(800)228-9290 or by calling (804)643-3400**. When making reservations, please advise the hotel that you are a registrant for the **WISDOM Conference** to obtain the special conference rate. A 72-hour notice of cancellation is required for a deposit refund.

Parking: Valet Parking is available for $14.00 per car per night for all registered overnight guests. They also offer self-parking at $11.00 per car per night in the parking garage located directly behind the hotel (entrance on 5th and Marshall Street) for registered guests who have their parking ticket validated at the hotel's front desk. Parking for local attendees in the parking garage located directly behind the hotel is $3.00 per hour per car, with a $14.00 maximum per day.

SCHOLARSHIPS

Scholarships are available to residents and students from the following schools. Please contact your local offices as listed below for more information.

- EVMS – Susan Ballagh, MD, (757) 446-8471, email ballagsa@evms.edu
- EVVCOM – Office of the Dean, (540) 321-4000
- UVA – Claudette Dalton, MD, (434) 924-2629, email ced2t@virginia.edu
- VCU SOD-Carolyn Booker, PhD, Assistant Dean of Student Services (804) 828-9953, clbooker@cedar.vcu.edu
- VCU SOM–Debbie Stewart, Faculty and Instructional Development, (804) 828-6591, dstewart@vcu.edu

VCU is an equal opportunity/affirmative action employer. If special accommodations are needed, please contact us at (804) 828-3640 or (800) 413-2872.

TESTIMONIALS

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

"it provided me with the skills that will assist me to thrive in my career"

"presenters brought us so much personal passion with their information"

"provided insights into women in leadership roles and provided excellent topics of breakout sessions"

"sparked me to push myself, make goals and adhere to the course"

"I will be more assertive, work on building my emotional intelligence (particularly my social skills) and use humor to cope"

"both times I have experienced renewed energy in my possibility and technique strategies to make my mark"

"I was given concrete ways to better negotiate and problem solve"

"met other women who are excellent role models; was given smart, digestible, easy to understand advice"

"many participants view the experience as a day to invest in my career and the future"

FACULTY

GUEST FACULTY

H. Christopher Alexander, III, MD
Past President, Medical Society of Virginia
Member, AMA CPT Advisory Committee Representing the American College of Physicians
Former Clinical Professor of Internal Medicine, University of Virginia
Charlottesville, VA

Charles Cuttino, DDS
Commonwealth Oral and Facial Surgery
Private Practice
Richmond, VA

Jennifer Daley, MD
Senior Vice President for Clinical Quality
Chief Medical Officer
Tenet Healthcare
Dallas, TX
Adjunct Associate Professor of Community and Family Medicine
Dartmouth Medical School, Hanover, NH

Virginia V. Valian, PhD
Distinguished Professor of Psychology and Linguistics
Hunter College and CUNY Graduate Center
Co-Director, Hunter College Gender Equity Project
New York, NY

FACULTY FROM COLLABORATING INSTITUTIONS

B. Ellen Byrne, DDS, PhD
Assistant Dean for Academic Affairs
Associate Professor, Endodontics
VCU School of Dentistry

Maria Curran, MA
Vice President of Human Resources and
Child Care Services
VCU Health System

Ann Fulcher, MD
Chairman & Professor of Radiology
VCU School of Medicine

Sharon Hostler, MD
McLemore Birdsong Professor of Pediatrics
Department of Pediatrics
Senior Associate Dean for Faculty Development
University of Virginia School of Medicine

Hazel Konerding, MD
Commonwealth Dermatology, PC
Past President, Medical Society of Virginia

Steven Rhoads, PhD
Professor, Woodrow Wilson Department of
Government and Foreign Affairs
University of Virginia

Jeanne Schlesinger, MEd
Director, Instructional Development
Office of Faculty and Instructional Development
VCU School of Medicine

Aradhana Bela Sood, MD
President, WISDM Faculty Organization
Professor of Psychiatry and Pediatrics
Chair, Division of Child and Adolescent Psychiatry
Medical Director,
Virginia Treatment Center for Children
VCU School of Medicine

CONFERENCE MANAGER

Carole Hettema, BS
VCU Office of Continuing Professional
Development & Evaluation Studies
PO Box 980048
Richmond, VA 23298 -0048
800/413-2872 or 804/828-3640

PLANNING COMMITTEE

Virginia Commonwealth University School of Medicine
Medical College of Virginia Campus

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,
Committee on the Status of Women and Minorities
Associate Professor of Internal Medicine and
Obstetrics/Gynecology
Program Director, Women's Health Track
Senior Deputy Director,
VCU National Center of Excellence in Women's Health

Aradhana Bela Sood, MD
President, VCU WISDM & ELAM Fellow
Professor, Psychiatry and Pediatrics
Chair, Division of Child and Adolescent Psychiatry
Medical Director, Virginia Treatment Center for Children

University of Virginia School of Medicine

Claudette Dalton, MD
Assistant Dean for Medical Education
Assistant Professor, Anesthesiology

Dearing Johns, MD
Associate Professor of Medicine,
Cardiovascular Division
Chair, School of Medicine Committee on Women

Christine Peterson, MD
Associate Professor of Clinical Obstetrics/Gynecology
Director of Gynecology, Department of Student Health
Assistant Dean for Medical Education

Eastern Virginia Medical School

Susan Ballagh, MD, FACOG
Assistant Dean for Continuing Medical Education
Associate Professor of Obstetrics and Gynecology
CONRAD Clinical Research Center

Barbara Freund, PhD
Associate Professor of Medicine
Director, Older Driver Research and Evaluation Laboratory
Director of Clinical Research
The Glennan Center for Geriatrics and Gerontology

Edward Via Virginia College of Osteopathic Medicine

Jan Willcox, DO
Associate Dean for Clinical, Academic & Research Affairs

Medical Society of Virginia

Brenda Dintiman, MD
Chair, MSV Women's Physician Section
Private Practice, Fair Oaks Skin Care Center, LTD
Fairfax, VA

Jennifer Hedge, BA
Director of Membership

Richmond Academy of Medicine

Judy Chin, MD
Chair, Women in Focus
Richmond Radiation Oncology Associates
Richmond, VA

Jane Davis
Events Planner and Program Manager

VCU School of Dentistry

Carol Brooks, DDS
Associate Professor, General Practice

B. Ellen Byrne, DDS, PhD
Assistant Dean for Academic Affairs
Associate Professor, Endodontics

Virginia Dental Association

Anne Adams, DDS
President Elect, VDA
Private Practice
Richmond, VA

Carole Pratt, DDS
Private Practice
Dublin, VA

SPOTLIGHT ON SUPPORTING ORGANIZATIONS

Virginia Commonwealth University School of Medicine, MCV Campus, Richmond, Virginia

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, 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, and men colleagues 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 Bela Sood, MD, President, (804) 828-4371, or visit us at our Web site at http://www.womeninmedicine.vcu.edu. We welcome your participation!

University of Virginia, School of Medicine, Charlottesville, Virginia

In 1989, the University of Virginia School of Medicine Committee on Women was appointed by the Dean of the School of Medicine to address the status of women students, housestaff, and faculty at the School of Medicine. Based on literature reviews, surveys, and interviews, the Committee issued the First Report on the Status of Women in 1990 and a Five Year Update in 1995. The Committee's current activities aim to pursue the institution's response to the 37 recommendations made in the initial report (and accepted by the Dean) on the topics of representation; professional development; sexism, sexual harassment and safety; salary equity and support. In monthly forum, the group meets to gather new information and develop strategies to promote a medical school environment where all may thrive. The Student Women in Medicine Organization has developed a mentoring program for undergraduate pre-medical students. For more information contact Dearing Johns, MD, Chair, UVa School of Medicine Committee on Women by e-mailing her at dwj8n@virginia.edu

Eastern Virginia Medical School, Norfolk, Virginia

Eastern Virginia Medical School fosters excellence in all students regardless of gender. Women students seeking mentors are matched with community or full-time faculty through an informal network. Other contacts include
Susan Ballagh, MD at (757) 446-8471, ballagsa@evms.edu or Adair Heyl, PhD at (757) 446-5117, heylar@evms.edu.

Edward Via Virginia College of Osteopathic Medicine, Blacksburg, Virginia

The inaugural class of students began at the Edward Via Virginia College of Osteopathic Medicine (VCOM) in August 2003. VCOM's mission is to educate osteopathic primary care physicians to serve the rural and medically underserved areas of Virginia, North Carolina, and Appalachia, and to provide scientific research that will improve the health of all humans. VCOM offers social, vocational, and family management programs to foster balance in the lives of women students. Professional development and networking opportunities for women are advanced through campus organizations such as the student chapter of the National Osteopathic Women's Association. One-on-one mentoring takes place through the College's advisor program. For more information about VCOM and programs for women students, contact the Associate Dean for Clinical, Academic and Research Affairs, Dr. Jan Willcox, at jwillcox@evvcom.org. http:www/evvcom.org.

The Medical Society of Virginia, Richmond, Virginia

The Medical Society of Virginia (MSV) is the most active, influential and effective organization serving all physicians in Virginia. MSV, a professional association of over 8,600 physicians, founded in December 1820, represents all physicians in Virginia, advocating for doctors in the General Assembly with regulatory agencies and with insurance companies. The MSV Women Physicians' Section (WPS) recognizes the challenges women physicians face as they strive to balance the demands of their medical career and personal responsibilities. The section addresses issues of particular interest to women physicians, residents and medical students including leadership development, and career and family management. For more information or to join the MSV, contact us at our website at www.msv.org, or call the MSV membership department at (804) 353-2721 or (800) 746-6769, extension 1050.

Richmond Academy of Medicine

The Richmond Academy of Medicine is a nonprofit local medical society of over 1,600 physicians and students who have a long history of working together to sustain local practices and to improve patient care. Women physicians constitute over 30% of the local physicians' workforce, yet, despite these impressive advances, women physicians face obstacles in the workplace and in the home. To creatively face these obstacles, to work toward solutions to complex cultural issues, and to promote the health and welfare of all women requires both focus and commitment. The Richmond Academy of Medicine (RAM) finds that focus and cultivates the commitment through its Women in Focus Section. The Section meets quarterly to discuss innovative ways and new solutions to both workplace and home issues. Through its growing network of concerned professionals, the Women in Focus Section helps women in medicine by advocating for women and women's healthcare issues. Come join us and be a part of our dynamic team! For more information, contact us through the Richmond Academy of Medicine (804) 643-6631.

Virginia Commonwealth University School of Dentistry, Richmond, VA

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 2005, 114 (32%) of our 356 dental students are women. Of the 72 full-time dental school faculty, 25 (35%) are women. The School is pleased to join as a conference presenter to promote professional development and career advancement of our faculty, students, and community practitioners.

Virginia Dental Association, Richmond, Virginia

The Virginia Dental Association was founded in 1869 and has grown into an association of over 3,200 members which represents 72.5% of the market share of active licensed dentists in Virginia (female members represent 63.3% of the market share). The Association works legislatively not only to represent members on issues that affect the profession of dentistry, but to promote access to care for the citizens of Virginia. To date the Association's Mission of Mercy (MOM) Projects, started in 2000, have provided $5.5 million in donated services to 14,025 patients living in underserved areas of the State. The Association works in partnership with the March of Dimes distributing information, to women of child bearing age, on the importance of folic acid as well as information on the suggested link between periodontal disease and low weight term babies health. This year the VDA offered a mentoring opportunity (the first of what is to be an annual event) for women dental students to visit with practicing women dentists. The evening provided insight into the joys and challenges of women in the dental profession. To quote one of the student attendees "they are living proof that we can have it all: a strong marriage and family, an autonomous lifestyle, and an exciting, fulfilling career." For more information on membership or VDA MOM Projects visit our website at www.vadental.org or call (804) 261-1610.

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COURSE REGISTRATION FORM

14th Annual
Women in Science, Dentistry, Osteopathy & Medicine
Pathways to Leadership Conference
Richmond Marriott Hotel, Richmond, Virginia
Friday, March 17, 2006

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)

____**EVMS**

____**EVVCOM**

____**MSV**

____**RAM**

____**UVA**

____**VCU Dentistry**

____**VCU Medicine**

____**VDA**

____**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*

_____
Firm/Institution

_____ / _____
Degree *Specialty/Certification*

_____ / _____
(W)Telephone *Fax#*

_____ / _____
(H)Telephone *Email*

_____
Mailing Address (Street)

_____ / _____ / _____
City *State* *Zip Code*

Breakout Sessions (Select 1st, 2nd, and 3rd choice)

*A*_____ *B*_____ *C*_____ *D*_____ *E*_____ *F*_____ *G*_____

Registration Fee _____*$150.00 enclosed* _____*Scholarships*

Residents, Medical, Dental, and Graduate Students _____*$75.00 enclosed*

***Total amount enclosed*.....$** _____

Make checks payable to: CPDE
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Visit website: www.medschool.vcu.edu/cme/calendar.html

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Please visit: www.cmeregistration.som.vcu.edu