



W I S D M

*Women in Science, Dentistry & Medicine*

## **32nd Annual WISDM Leadership Conference**

# ***Breaking Barriers: A Fresh Perspective on the Workplace***

**Friday, April 26, 2024**

**12:00 p.m. - 5:00 p.m.**

Sponsored by

**VCU School of Medicine**

**VCU School of Dentistry**

**Central Virginia VA Health Care System &**

**Richmond Institute of Veterans Research**



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**Central Virginia VA Health Care  
System & Richmond Institute  
for Veterans Research**

# Conference Agenda

## ***Breaking Barriers: A Fresh Perspective on the Workplace***

Friday, April 26, 2024

### **Jonah L. Larrick Student Center**

**11:30**      **Check-in and Registration**  
**Visit Exhibits (until 1:00)**

- Barnes and Noble @ VCU - Books available for purchase
- Women in Medicine Student Organization (WIMSO)
- Women in Science Student Organization (WIS)

**Pre-Function Hallway**  
**Lobby**

**12:00**      **Welcome and Announcements**

Jennifer Koblinksi, Ph.D.  
President & Treasurer, WISDM Faculty Organization  
Associate Professor, Pathology, VCU School of Medicine

**Court End Ballroom**

**12:15**      **Lunch with Self-assessment Activity**

***Investigating Barriers Together***

Stacey Wahl, Ph.D., Senior Instructional Designer, Office of  
Faculty Affairs and Faculty Development, VCU School of Medicine

**Court End Ballroom**

By the end of this session, participants will have:

- Reflected on the barriers they face as women in science, dentistry, or medicine
- Identified underlying causes and contextual influences of the barriers they face
- Brainstormed solutions or next steps to thrive in their career

**1:00**      **Keynote Address**

***Breaking Free of Gendered Expectations at Work***

Devon Proudfoot, Ph.D., Assistant Professor, Human Resource Studies, ILR School,  
Cornell University

**Court End Ballroom**

Learning Objectives:

- Understand the negative effects of gendered expectations on women's wellbeing in the modern workplace
- Understand research-based insights on how to improve women's experiences at work

# Conference Agenda

**2:00**      **WISDM Professional Achievement Awards**      **Court End Ballroom**  
Moderator: Jennifer Koblinski, Ph.D.

VCU School of Medicine  
VCU School of Dentistry  
VCU College of Humanities and Sciences

***Special Recognition of Support and Sponsorship:***

*Arturo Saavedra, M.D., Ph.D., Dean, VCU School of Medicine and Executive Vice President Medical Affairs, VCU Health System*

*Lyndon Cooper, D.D.S., Ph.D., Dean, VCU School of Dentistry*

*Catherine Ingrassia, Ph.D., Dean, VCU College of Humanities and Sciences*

*Julie Beales, M.D., M.H.A., Chief of Staff, Central Virginia VA Health Care System  
Richmond Institute of Veterans Research, Inc.*

*Betsy Ripley, M.D., M.S., RAC, Vice Dean and Senior Associate Dean for Faculty Affairs and Professor of Internal Medicine, VCU School of Medicine*

**2:30**      **Coffee/Tea Break**

**2:45**      **CONCURRENT SESSIONS**

**A. *NIH's Efforts in Empowering Inclusive Excellence for Women in STEMM***      **Court End Ballroom**

Xenia T. Tigno, Ph.D., M.S. (Epi), Associate Director for Careers, Office of Research on Women's Health, National Institutes of Health

By the end of this session, participants should be able to:

- Be familiar with the ORWH and provide a brief description of what constitutes Women's Health
- Compare and contrast the terms Sex vs. Gender
- Identify barriers that prevent the career advancement of women in STEMM
- Be familiar with some NIH initiatives that seek to address the issues besetting women in STEMM

**B. *Are you the Barrier? How to Lend a Helping Hand***      **Jackson Ward A**

Pamela Knapp, Ph.D., Professor and Chair, Department of Anatomy and Neurobiology

By the end of this session, participants will be able to:

- Recognize that our personal histories can negatively affect our assessments of ourselves and other women
- Reflect on missed opportunities to help other women
- Discuss steps to reduce the barriers we may unintentionally be creating

# Conference Agenda

## 2:45 CONCURRENT SESSIONS (Continued)

### C. *Challenges in Advancing from Associate to Full Professor: Jackson Ward B Identifying Key Barriers in the Academic Transition*

Gretchen Neigh, Ph.D., Professor, Department of Anatomy and Neurobiology

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- Identify personal motivation for pursuing promotion
- Construct a plan for building the experiences needed for a successful promotion portfolio
- Target approaches for acquiring meaningful information
- Say "No" to promote your overall success
- Learn strategies for self-advocacy

## 3:45 Break

## 4:00 Spotlight Panel Session

Court End Ballroom

### *Enhancing Your Visibility*

Moderator: Rita Shiang, Ph.D., Associate Professor, Department of Human and Molecular Genetics, VCU School of Medicine

Panelists: Barbara D. Boyan, Ph.D., Executive Director, Institute for Engineering and Medicine, Alice T. and William H. Goodwin, Jr. Professor, Department of Biomedical Engineering, VCU College of Engineering

Karen D. Hendricks-Muñoz, M.D., MPH, William Tate Graham Professor, Department of Pediatrics; Chair, Division of Neonatal Medicine; Inaugural Vice Chair Diversity, Equity and Inclusion; Interim Executive Director and Deputy Director, VCU Center on Health Disparities

Rigwey King, Vice President, Community Impact, American Cancer Society, Southeast Region

## 5:00 Conference Adjourns

## Colleen Jackson-Cook, PhD



Dedicated, compassionate, enthusiastic, exceptional, organized and delightful are just a few adjectives used to describe Dr. Colleen Jackson-Cook, who began her career at Virginia Commonwealth University in 1986 as an Instructor in the Department of Genetics. By 2005, she had been promoted to Professor with Tenure in three departments: Pathology, Human Genetics and Obstetrics & Gynecology. Since that time, Dr Jackson-Cook has mentored more than 100 graduate students, medical residents and fellows, as well as junior faculty in her role as Program Director for the ACGME Laboratory Genetics and Genomics PhD Fellowship Training Program in the Departments of Pathology and Human & Molecular Genetics. She is a member of the SOM Graduate Education Program and a founding fellow of the American College of Medical Genetics and Genomics and a member of the Board of Directors for the Board of Medical Genetics and Genomics.

Hannah Wollenzein, PhD, a laboratory genetics and genomics fellow mentored by Dr. Jackson-Cook says Dr. Jackson-Cook is “one of the clearest lecturers” she ever had. She adds that Dr. Jackson-Cook “has creative ways of explaining complex genetics concepts ... you can tell she cares that each student understands the material presented.” Elizabeth Barrie, PhD, FACMG, echoes these sentiments, explaining that whether she is working with a student one-on-one or addressing a lecture hall, Dr. Jackson-Cook “fosters an environment where learners feel both at ease and intellectually challenged.” A former fellow mentee, Aida Catic, PhD, of ACL Laboratories in Illinois, notes that many of Dr. Jackson-Cook’s former trainees “have gone on to make significant contributions to the field, a testament to her effectiveness as an educator and mentor.” Simply put, her “influence extends well beyond the classroom and laboratory.” Dr. Jackson-Cook’s promotion of the professional development of women has shaped many careers.

Dr. Jackson-Cook’s devotion to education is evidenced by the multitude of teaching awards she has amassed over the years: Outstanding Teacher Award for the M1 Molecular Basis of Disease course (6 times); Outstanding Teaching Award for Graduate Education, Department of Human Genetics (8 times); and Excellence in Teaching M1 students (14 times). As co-director of an introductory level graduate course in Human Genetics, Michael Grotewil, PhD, Professor and Interim Chair, Human & Molecular Genetics, Associate Dean for Graduate Education, School of Medicine, states, “The running joke among the instructors, based on fact, was who would finish as the students’ second highest rated instructor in this course” given that Dr. Jackson-Cook “was always ranked first.”

In addition to teaching and mentoring, Dr. Jackson-Cook served as manuscript reviewer for more than 22 journals/societies and has authored over 100 articles and chapters in high-caliber publications and peer-reviewed journals. She is the principal investigator for two active R01 grants as well as co-investigator on additional grants totaling millions of dollars in funding, and she is continuously invited to participate in NIH study sections. In her letter of nomination for Dr. Jackson-Cook, Susan Roseff, MD, Professor and Interim Chair for the Department of Pathology, shares that Dr. Jackson-Cook is recognized nationally and internationally for her contributions to the clinical molecular cytogenetics field as well as for being a key leader in creating the International Mosaic Down Syndrome Society, a group for whom she has served as a scientific advisor for over 25 years.

As summarized by Dr. Roseff, Dr. Jackson-Cook’s “friendly and unassuming nature makes it easy for those around her to consult her. Her ways are quiet yet firm, and her dedication and loyalty to her profession, students, mentees, family, and friends are real. She has a charm and a humble manner that befriends those around her. Her moral and ethical standards are of the highest caliber, and her compassion is genuine.” Congratulations to Dr. Jackson-Cook!

## Janina P. Lewis, PhD



Janina P. Lewis, PhD, is a tenured Professor at the Virginia Commonwealth University's Philips Institute for Oral Health Research located at the School of Dentistry. Her main research interests are the role of oral bacteria in development and progression of periodontal diseases. She has worked extensively on the characterization of the molecular mechanisms of pathogenesis employed by the periodontal pathogen *Porphyromonas gingivalis*. Her main contributions are the determination of the role of the lysine-specific protease to virulence and iron acquisition in this organism as well as determination of the mechanisms of iron homeostasis in both *Porphyromonas gingivalis* and *Prevotella intermedia*. An extension of that work is her current project focusing on the nitrosative stress response in *Porphyromonas gingivalis* and related bacteria. In addition, her work involves determination of the molecular mechanisms of host-pathogen interaction in the oral cavity and in that regard, her lab identified and characterized the role of bacterial cell surface components such as internalin-like proteins and capsule. Her more recent work involves characterization of the role of ferroportin, a major iron homeostasis modulator, in head and neck cancer. Dr. Lewis earned her PhD degree in 1997 from the Virginia Commonwealth University, Department of Microbiology and Immunology under the mentorship of Dr. Frank Macrina. Following post-doctoral research at the same institution, she was offered a tenure track position at the VCU's Philips Institute in 2001. She earned a tenure and promotion to Associate Professor in 2008 and then was promoted to Professor in 2015. Dr. Lewis is director for three courses as well as mentors several trainees at various levels in her laboratory. As a Director of Faculty Advancement Dr. Lewis provides guidance to faculty as regards promotion and tenure, annual faculty evaluations, and assists with preparation and review of nominations for honorary titles and awards.

# Katharine Moore Tibbetts, PhD



Dr. Katharine Moore Tibbetts is an esteemed associate professor in the Department of Chemistry at VCU. In the realm of scholarship, Dr. Tibbetts has secured substantial external funding, totaling over \$2.6 million, from esteemed institutions such as the Department of Defense and the American Chemical Society. Her impressive publication record, boasting 73 peer-reviewed articles, reflects her significant impact on the field of physical chemistry and nanoscience. Dr. Tibbetts's exceptional contributions have been recognized with prestigious awards at VCU, including the University Outstanding Early Career Faculty Award and the College of Humanities and Sciences Excellence in Scholarship in Math and Sciences. Moreover, Dr. Tibbetts is the recipient of prestigious national accolades, including the Presidential Early Career Award in Science and Engineering and designation as a Kavli Fellow by the National Academy of Sciences.

Dr. Tibbetts's dedication to excellence extends to her teaching endeavors, where she employs innovative methods to engage students and foster their intellectual growth. Her commitment to mentorship is evident in her guidance of a diverse cohort of undergraduate, graduate, and high school students, nurturing their development as future scientists. Furthermore, Dr. Tibbetts's exemplary service to the academic community is underscored by her leadership roles in various departmental committees and research initiatives, reflecting her dedication to advancing the scientific enterprise and promoting inclusivity in STEM fields.

Dr. Tibbetts's multifaceted contributions to teaching, scholarship, and service underscore her status as an exemplary leader. Her many accolades affirm her status as a trailblazer in academia and underscore her profound impact on students and colleagues VCU.

# Devon Proudfoot, PhD



Devon Proudfoot is an Assistant Professor of HR Studies at Cornell University's ILR School. Her research examines the psychological factors underpinning two of the major challenges of our time: inequality and innovation.

Prior to joining the faculty at Cornell, Dr. Proudfoot completed her PhD in Management and Organizations at Duke University. She also holds a MSc In Social Psychology from the London School of Economics and Political Science and a BA in

Psychology from McGill University.

Dr. Proudfoot's research explores questions like: How do patterns of individual cognition and social perception maintain inequality and stifle progress in organizations and society? How do people navigate their identities in an unequal world? How are both inequality and innovation impacted by the ways evaluators form impressions of other people and their ideas?

Her work has been published in leading journals in psychology and management, including the *Journal of Personality and Social Psychology*, *Psychological Science*, *Journal of Applied Psychology*, *Management Science*, and *Organizational Behavior and Human Decision Processes*. It has also been featured by media outlets such as *Harvard Business Review*, *Scientific American*, the *Los Angeles Times*, *Forbes*, and *Psychology Today*.



## Sponsoring Organizations

### **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. One hundred and eighty-four (184) new first year students from around the world come to our School to pursue their M.D. and learn from our renowned faculty, many nationally and internationally recognized, who represent more than 200 specialty areas. The School also offers dozens of master's, doctoral and interdisciplinary programs in graduate education as well as graduate certificate programs. These programs currently enroll more than 400 advanced degree students. The School accounts for about half of VCU's sponsored research awards and nearly three-fourths of the University's National Institutes of Health funding. As part of the VCU Health System, our providers take care of patients from across Virginia and neighboring states. Women faculty account for 42% of all full-time faculty and currently serve as chair or interim chair of 10 of our 25 departments. Among medical students, currently 58% are women, and among graduate students more than 67% are women (as of 2023).

### **VCU SCHOOL OF DENTISTRY**

The VCU School of Dentistry is a public, urban, research dental school, supported by Virginia to serve the people of the state and the nation. The school's mission is to provide educational programs that prepare graduates who are qualified to provide dental care services; generate new knowledge through research and other scholarly activity; and provide quality oral health care to the public and service to the community. The School is the only dental school in the Commonwealth and has a long history of educating practitioners capable of meeting the oral health care needs of the communities they serve. Since the early 80s, more women have been entering dentistry in Virginia and across the U.S. As of the fall of 2023, 53% of our students were women. Of the 96 full-time dental school faculty, 42% 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.

### **CENTRAL VIRGINIA VA HEALTH CARE SYSTEM (CVHCS, Richmond, Virginia)**

CVHCS's WISDM members are committed to advancing the professional aspirations of women in health care. This Veterans Health Affairs (VHA) medical center is proud of the strong representation of women in key leadership positions in the institution, including the Chief of Staff and multiple other departmental, council, and committee chairperson positions. The medical center in Richmond, Virginia, and its five satellite clinics (two in Fredericksburg and one each in Charlottesville, Emporia, and Henrico County) reaches over 200,000 veterans from 52 cities and counties in central and southern Virginia and parts of North Carolina. We are a 400-bed medical center offering primary to tertiary health care in medicine, surgery, neurology, women's health care, psychiatry, rehabilitation medicine, dentistry, skilled long-term nursing care, and palliative medicine. CVHCS houses one of VHA's five Polytrauma Rehabilitation Centers caring for injured veterans and military personnel from conflicts abroad and one of VHA's six Parkinson's Disease Research, Education and Clinical Centers (PADRECC) with special expertise in deep brain stimulation techniques. CVHCS also supports the largest of the 23 Spinal Cord Injury & Disorders Centers in VHA and has maintained an active heart transplantation program for almost 40 years. Approximately 1100 trainees in multiple health science disciplines rotate through CVHCS annually. The Richmond Institute for Veterans Research (RIVR), formerly McGuire Research Institute (MRI), an award-winning program for clinical and basic science research at CVHCS, is a proud sponsor of this year's WISDM spring conference.

# Presenters & Conference Planning Committee

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Department of Anatomy and Neurobiology, VCU  
School of Medicine

**Gretchen N. Neigh (McCandless), Ph.D., MBA**  
Professor, Department of Anatomy and  
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**Devon Proudfoot, Ph.D.**, Assistant Professor of  
Human Resource Studies, School of Industrial  
and Labor Relations, Cornell University

**Xenia T. Tigno, Ph.D.**, Associate Director for  
Careers at the Office of Research on Women's  
Health, National Institutes of Health

**Stacey Wahl, Ph.D.**, Senior Instructional  
Designer and Assistant Professor, VCU School  
of Medicine

## MODERATOR

**Rita Shiang, Ph.D.**, Associate Professor,  
Department of Human & Molecular Genetics,  
VCU School of Medicine

## PANELISTS

**Barbara D. Boyan, Ph.D.**, Executive Director,  
Institute for Engineering and Medicine, Alice T.  
and William H. Goodwin Jr. Professor,  
Biomedical Engineering, VCU College of  
Engineering

**Karen D. Hendricks-Muñoz, M.D., MPH**,  
William Tate Graham Professor of Pediatrics;  
Chair, Division of Neonatal Medicine; Inaugural  
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VCU Center on Health Disparities

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Impact of the Southeast Region for the  
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Professor of Pharmacotherapy & Outcome Science

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Assistant Professor of Biostatistics

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Follow the instructions below to complete the program evaluation and claim your credits and certificate of participation. You are able to log back into the system to download past participation certificates and/or transcripts as well. Contact VCU Health Continuing Education if you have any problems at (804) 828-3640 or [ceinfo@vcuhealth.org](mailto:ceinfo@vcuhealth.org).

### Submit Attendance

1. Record attendance via text message by texting your email address used when registering for the event to (804) 625-4041. You will receive a confirmation message stating that your cell phone number has been updated in your profile. **Note: You must have an account setup at <https://ce.vcuhealth.org> before you can submit attendance.**

Thank You Karl Wilkens II, MD,  
your phone number has been  
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You will receive a confirmation text that your attendance has been recorded.

Thank you Karl Wilkens II, MD,  
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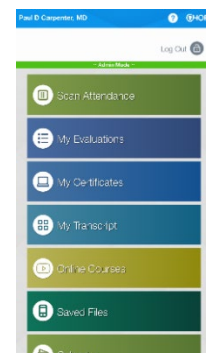
### Complete Evaluation & Claim Credit

After recording attendance, you must evaluate the activity and claim credit. This can be done on a computer or via the CloudCME App. *Please see separate instructions to download and set up the app.*

***In order to receive credit, evaluations must be completed within 30 days of completing a live activity.***

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1. Go to <https://ce.vcuhealth.org> and select **Sign In** from the menu.
2. Sign-in using the email address used to register for the event.
3. Once signed in, click the "My CME" or "My CE" button
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#### Access through the App (smart phone or tablet)

1. Open the CloudCME app on your device (Organization code: VCU)
2. Click **My Evaluations** in the menu
3. Click the name of the activity to access and complete the evaluation
4. Click **My Certificates** to view, email or save a copy of the certificate.