



W I S D M

Women in Science, Dentistry & Medicine

26th Annual WISDM Leadership Conference

Models of Leadership: “Where Do You Fit?”

To register: <https://vcu.cloud-cme.com/aph.aspx?EID=9015&P=5#>
(best viewed using Google Chrome)

Friday, April 27, 2018

11:30 a.m. - 6:00 p.m.

Jonah L. Larrick Student Center, MCV Campus
900 Turpin St., Richmond, VA

Sponsored by

VCU School of Medicine

VCU School of Dentistry

VCUHS Workforce Development and Strategy

McGuire Veterans Affairs Medical Center



Conference Agenda

Models of Leadership: "Where Do You Fit?"

Friday, April 27, 2018

LARRICK STUDENT CENTER, MCV CAMPUS

- 11:30** **Check-in and Registration** **Prefunction Hallway**
Visit the Exhibits **Court End Ballroom**
- Women in Science Organization (WIS)
 - Barnes and Noble @ VCU – Books will be available for purchase
 - Women in Medicine Student Organization (WIMSO)
- 12:00** **Welcome and Announcements** **Court End Ballroom**
Kimberly Sanford, M.D., President, WISDM Faculty Organization
- 12:15** **Lunch, Questionnaire and Discussion: Ladder for LQ: What's your Leadership Identity?**
Jaisri Thoppay, B.D.S., M.B.A., M.S., Facilitator, Assistant Professor of Oral & Maxillofacial Surgery, VCU School of Dentistry
- Examine various leadership types
 - Explain the definition of LQ
 - Discuss your leadership identity and facilitate the self-discovery of your leadership style
- 1:00** **KEYNOTE ADDRESS** **Court End Ballroom**
Redefining the Metrics of Success
Sheryl Garland, M.H.A., Vice President of Policy and Community Relations, VCU Health System
- By the end of this session, participants will be able to:
- Review tools to survive in a complex environment.
 - Outline strategies to find alignment between personal and organizational values.
 - Discuss the merits of defining clear personal and professional goals.
- 2:00** **WISDM PROFESSIONAL ACHIEVEMENT AWARDS**
Moderator: ***Kimberly Sanford, M.D.***
- VCU School of Medicine
 - VCU School of Dentistry
- Special Recognition:** Marsha Rappley, M.D., VCU Vice President for Health Sciences and
VCU Health System Chief Executive Officer
- Peter Buckley, M.D., Dean, VCU School of Medicine and Executive Vice President
 for Medical Affairs, VCU Health System
- David Sarrett, D.M.D., M.S., Associate Vice President, Faculty Affairs;
 Professor and Dean, VCU School of Dentistry
- Julie Beales, M.D., M.H.A., Chief of Staff, Hunter Holmes McGuire VA Medical Center
- Betsy Ripley, M.D., M.S., RAC, Interim Senior Associate Dean for Faculty Affairs,
 VCU School of Medicine
- 2:30** **Break**

Conference Agenda

2:45 CONCURRENT WORKSHOPS

A. Have You Lost Your Mind Yet? Creating a More Mindful Leadership Presence

Jackson Ward A

Jean Gasen, Ph.D., PCC, Director of Leadership and Coaching, VCU School of Business

How do you process the world through your head every day? Are you on autopilot most of the time? Worrying more than you would like? Feeling like you are a victim of 'brainjacking'? Or just finding yourself increasingly overwhelmed by the multitude of distractions that are out in the world or in your head? If your mind can sometimes give you a big headache, this session is for you. You will discover which mode of thinking you are predominantly living in, and how it both may serve you and hold you back. You will also learn scientifically-validated approaches to help master the distracting chatter in your head to become a calmer, clearer, and more compassionately mindful leader.

At the end of this session, participants should leave with:

- Greater self-awareness of the four primary mental mindsets -- flow, creativity, mindlessness and mindfulness -- and what your most often go-to mental mindset is as a leader.
- Increased appreciation for the benefits of sharp focus and open awareness as the primary drivers of greater leadership mindfulness (with frameworks for practice).
- Specific tools for increasing your mindfulness in three key areas critical to your ability to become a more mindful leader - emails, meetings, and work-life balance.
- An action plan to build your leadership mindfulness in the one area that will make the biggest difference in your leadership effectiveness.

B. Community-Engaged Scholarship

Churchill Boardroom

Catherine W. Howard, Ph.D., Vice Provost, Division of Community Engagement

Lynn Pelco, Ph.D., Associate Vice Provost of Community Engagement

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

- Discuss the importance of community-engaged scholarship within 21st century higher education.
- Define community-engaged scholarship and differentiate it from other forms of scholarship.
- Utilize strategies for assessing quality in community-engaged scholarship.
- Identify types of traditional and non-traditional artifacts of high-quality community-engaged scholarship.

C. Burnout in Health Care: Old Problem, New Solutions

Jackson Ward B

Linda Hancock, Ph.D., FNP, Director of VCU Wellness Resource Center (The Well)

Goal: Increase understanding of root causes of burn out and how to build resilience in individuals and systems.

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

- Review root causes including the five drivers of health care provider distress.
- Explore a wide variety of skills to build resilience and avoid burnout that can be used at the individual and system level.
- Engage in interactive exercises to brainstorm solutions at the organizational and individual level.

D. Conflict Management: Promoting Civility in the Workplace

Court End Ballroom

William E. King, CO-OPSM, University Ombudsperson, VCU Office of the Provost

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

- Reflect on experiences causing conflict in the workplace.
- Demonstrate an understanding of conflict styles impacting the work environment.
- Participate in group scenarios to identify workplace conflict resolutions.
- Better identify their role/responsibility in promoting civility in the workplace.

Conference Agenda

3:45 Break

4:00 **Spotlight Session**

Court End Ballroom

Becoming All You Are: Building Your Authentic Leadership in Times of Chaos

Jean Gasen, Ph.D., PCC, Director of Leadership and Coaching, VCU School of Business

The journey to becoming 'your best you' is endless - and never more important than it is today. Pressures to stand up, step up and speak up to create the kind of world we want to leave to others is more critical than ever. True authenticity is essential to leadership success. What does it take to become an authentic leader in this environment? This session will focus on five keys to greater authenticity with examples and exercises for self-reflection and self-development. We will also discuss ways we can leverage our authenticity to create a more humane and inclusive environment for everyone to excel.

At the end of this session, participants should leave with:

- A clearer understanding of the five key characteristics of authentic leaders – purpose, values, relationships, self-discipline and heart – with a self-assessment of where you are in your journey.
- A set of tools for developing greater authenticity, with a special focus on creating inclusive environments that bring out the best in others utilizing the EACH framework (Empowerment, Accountability, Humility and Courage).
- An action plan to build your authenticity in the one area that will make the biggest difference in your leadership journey.

5:00 **RECEPTION: Refreshments and Networking** (turn in evaluations)

Prefunction Hallway

6:00 **Conference adjourns**

Program Description

This conference promotes professional development of leadership skills, communication, and personal growth through leadership self-awareness, career development, and feedback. We welcome men and women physicians, dentists, scientists, postdocs, fellows, administrators and other health care professionals across the VCU Medical Center, VAMC, Inova Campus and beyond and other community leaders. 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.

Conference Goal

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

- Identify key attributes of successful leaders.
- Discuss the importance of a mindful approach to leadership.
- Discuss strategies for dealing with burnout and promoting resilience.
- Recognize how community engagement and partnership can enhance leadership.
- Describe the importance of overall personal well-being to achieve sustainable leadership.

Please see the workshop educational objectives specific to each session.

Conference Registration & Parking

Registration fee is \$45.00. Registration fee plus one-time WISDM membership fee of \$100 is \$135 (discounted from \$145!). Trainees fee is \$25 (medical, graduate, and dental students, residents, postdocs, fellows). A limited number of scholarships are available for School of Medicine trainees, for more details see scholarship information below. Registration fee includes tuition, program materials, transcript of credit hours, coffee breaks, lunch, and reception. Cancellations prior to 4/22 are issued full refunds, less \$20.00 administrative fees. No refunds are given for cancellations received after 4/22. Email your cancellation to cmeinfo@vcuhealth.org.

Valet parking is available for \$5.00 on the MCV Campus at the Gateway Bldg. (1200 E. Marshall St.) and North Hospital (1300 E. Marshall St. - catty-corner to Egyptian Bldg.). Parking fee is paid at time of parking. Self parking, subject to availability, is at the 8th St. Parking Deck (659 N. 8th St., near Larrick Center), \$3.50 for faculty, staff, and students with I.D. and \$5.00 for guests.

Accreditation & Educational Credit

Physicians

VCU Health Continuing Medical Education is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

VCU Health Continuing Medical Education designates this live activity for a maximum of 3.0 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

VCU Health Continuing Medical Education awards 3.0 hours of participation (equivalent to *AMA PRA Category 1 Credits™*) to each non-physician participant who successfully completes this educational activity.

Scholarships

Scholarships for School of Medicine trainees include medical and graduate students, residents, postdocs, and fellows. Availability and receipt of a scholarship for registration fee is on a first-come, first-serve basis. All scholarship requests must be sent to Debbie Stewart, deborah.stewart@vcuhealth.org. You will receive an email concerning the status of your request.

Keynote Speaker



Sheryl Garland, M.H.A., Vice President of Health Policy and Community Relations, VCU Health System (VCUHS), and Director of the VCU Office of Health Innovation, Virginia Commonwealth University (VCU). Successful organizations take great strides in defining their mission, goals, and objectives. Team members often make accommodations to contribute to achieving success for their organizations. In some cases, this may require an evaluation of how personal and institutional values align. Identifying tools and strategies to navigate this complex journey is an important part of the process. A critical issue to explore is whether redefining the metrics of success is needed to achieve personal and professional contentment.

Presenters & Conference Planning Committee

PRESENTERS

Sheryl Garland, M.H.A.

Vice President of Policy and Community Relations
VCU Health System

Jean B. Gasen, Ph.D., PCC

Director of Leadership and Coaching
VCU School of Business

Linda Hancock, Ph.D., FNP

Director
VCU Wellness Resource Center (The Well)

Catherine Howard, Ph.D.

Vice Provost, Division of Community Engagement
VCU Office of the Provost
Associate Professor of Psychology
College of Humanities and Sciences

William E. King, CO-OPSM

University Ombudsperson
VCU Office of the Provost

Lynn Pelco, Ph.D.

Associate Vice Provost, Division of Community Engagement
Office of the Vice Provost
Professor of Counseling and Special Education, School of Education

Jaisri Thoppay, B.D.S., M.B.A., M.S.

Assistant Professor of Oral & Maxillofacial Surgery
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CONFERENCE PLANNING COMMITTEE

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Elizabeth Ripley, M.D., M.S., RAC, School of Medicine

Kimberly Sanford, M.D., School of Medicine

CONFERENCE MANAGER

Deborah Stewart, B.I.S.

School of Medicine

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. Two hundred and sixteen (216) new first year students from around the world (all U.S. or Canadian citizens or green card holders) 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 a graduate certificate program for students seeking admission to physician training. These programs currently enroll a total of 450 advanced degree students. 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 38% of all full-time faculty, higher than the national average, and chair 4 of 27 departments. Among medical students, 49% are women, and among graduate students well over 50% 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 have been entering dentistry in Virginia and across the U.S. In the fall of 2016, approximately 50% of our 420 dental students were women. Of the 109 full-time dental school faculty, 41% are women. The School is pleased to join as a conference sponsor to promote professional development and career advancement of our faculty, students, and community practitioners.



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MCGUIRE VETERANS AFFAIRS MEDICAL CENTER

McGuire VAMC'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 departmental, council, and committee chairperson positions. The medical center, in Richmond, Virginia, and its four satellite clinics (two in Fredericksburg, one in Charlottesville, and one in Emporia) serve over 200,000 Veterans from 52 cities and counties in central and southern Virginia and parts of North Carolina. 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 long-term nursing care, and palliative care. McGuire houses one of VA's five Polytrauma Rehabilitation Centers caring for injured veterans and military personnel from the current 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. McGuire also supports the largest of the 23 Spinal Cord Injury & Disorders Centers in VHA and an active heart transplantation program for almost 35 years. Approximately 1100 trainees in multiple health science 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

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Associate Professor of Pathology, School of Medicine (SOM)

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Office of Faculty Affairs, SOM

Teresa Carter, Ed.D.

Associate Dean for Professional Instruction and
Faculty Development
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