



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

22nd Annual WISDM Leadership Conference

# *Creating Your Own Path to Leadership*

To register: [www.vcuhealth.org/cme/register](http://www.vcuhealth.org/cme/register)

Friday, April 25, 2014

12 noon - 6 p.m.  
(11:30 a.m. registration)

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

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

# *Creating Your Own Path to Leadership*

Friday, April 25, 2014

### LARRICK STUDENT CENTER, MCV CAMPUS

- 11:30 Registration, check-in** **Pre-Function Hallway**  
**Visit the Exhibits** **Court End Ballroom**
- Women in Science Organization (WIS)
  - Women in Medicine Student Organization (WIMSO)
  - Barnes and Noble @ VCU - Books will be available for purchase
  - Relay Foods
- 12:00 Welcome and Announcements** **Court End Ballroom**  
**Julie Mayglothling, MD, FACEP, President, WISDM**
- 12 :15 Box lunch and facilitated table discussion** **Court End Ballroom**  
***What are the potential internal and external resources you can access to help develop your leadership skills?***
- Participants will be able to:
- review internal and external resources for leadership development
  - identify obstacles or challenges to achieving your leadership goals
- 1:15 KEYNOTE ADDRESS** **Court End Ballroom**  
***DEVELOPING YOUR CAPACITY TO LEAD FROM THE MIDDLE***  
**R. Kevin Grigsby, DSW**  
**Senior Director of Member Organizational Development, AAMC, Washington, DC**
- In this interactive session, participants will learn to lead others by influencing them. Participants will be able to:
- maximize personal influence in the role of leader, whether they are identified as the formal leader or not
  - describe how innovations move through any social group/organization
  - apply techniques to communicate strategically and harness the power of interpersonal relationships
  - use a new tool for delivering persuasive, influential messages in a concise and articulate manner
- Question and Answer Session**
- 2:15 Break**
- 2:30 WISDM PROFESSIONAL ACHIEVEMENT AWARDS** **Court End Ballroom**  
**Moderator: Julie Mayglothling, MD, FACEP**
- VCU School of Medicine
  - VCU School of Dentistry
- Special Recognition: Sheldon Retchin, MD, CEO, VCU Health System and Senior VP for Health Sciences, VCU  
Jerome Strauss, III, MD, PhD, Dean, VCU School of Medicine and  
Executive VP for Medical Affairs  
David Sarrett, DMD, MS, Associate Vice President, Faculty Affairs; Professor and Dean,  
VCU School of Dentistry  
Julie Beales, MD, Interim Chief of Staff, Hunter Holmes McGuire VA Medical Center



## Program Description

This program promotes professional development through enhancement of leadership skills, communication, and professional presence through professional learning networks and social media. We welcome 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. Both women and men in science, dentistry and medicine will gain skills that will enhance professional and 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.

## Conference Goal

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

- identify their own positive attributes and performance through personal appreciative inquiry
- understand what you need for professional development and preparation for the promotion & tenure process and leadership roles
- recognize the benefit in using new media to support a leadership presence, learning, and career advancement
- identify critical skills and habits of an effective leader
- network with colleagues

Please see the workshop educational objectives specific to each session.

## Conference Registration & Parking

Registration fee is \$45.00. Registration fee paid with WISDM membership fee is \$65; regularly \$75. Trainees fee is \$25 (medical, graduate, and dental students, residents, postdocs, fellows). A limited number of scholarships are available for School of Medicine trainees and School of Dentistry students, for more details see scholarship information below. Registration fee includes tuition, program materials, transcript of credit hours, coffee breaks, lunch, and reception. Registration fee, less \$20.00 nonrefundable administrative fee, will be refunded only if written notice of cancellation is received on or before Monday, April 14, 2014. Fax your written cancellation notice to UHS-PEP at 804/828-7438.

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 & Credit Statement

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 live activity for a maximum of 3.50 *AMA PRA Category 1 Credits™*. Physicians should claim only the 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. 0.3 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 3.00 continuing education credits.

## 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, dstewart@vcu.edu. You will receive an email concerning the status of your request.

Scholarships for School of Dentistry students, please contact School of Dentistry, Cindy Cheely, Executive Administrative Assistant, Student Services, cmcheely@vcu.edu; 828-9953

## Keynote Speaker

R. Kevin Grigsby, MSW, DSW serves as Senior Director, Leadership & Talent Development at the AAMC. From 2000-09, he served as Vice Dean for Faculty and Administrative Affairs and Professor in the Department of Psychiatry at Penn State College of Medicine in Hershey, Pennsylvania. Dr. Grigsby's experience includes a history of program planning, implementation, and evaluation in the area of innovative home and community based health and mental health services. During the past two decades, the focus of Dr. Grigsby's work has shifted to organizational development in academic medicine and science. Developing a future-oriented perspective in academic leaders and the alignment of resources with missions are other areas of inquiry. He has been instrumental in developing career development programs and was an Editorial Advisory Board Member and frequent contributor to the AAMC publication *Academic Physician & Scientist*.



In 2010, Dr. Grigsby and colleagues published an article, "Learning About Teams by Participating in Teams" in *Academic Medicine*. The authors studied whether a transdisciplinary program for enhancing teamwork was effective in educating individual team members to translate lessons into productive outcomes for their own institutions' teams. This approach was found to be effective in breaking down barriers that typically separate academic

departments, reducing traditional barriers between employees and management, promoting faculty and staff participation in decision-making processes, and solving organizational problems that seemed to be intractable in the past.

## Presenters & Conference Planning Committee

### KEYNOTE AND WORKSHOP PRESENTERS:

**R. Kevin Grigsby, DSW**

Senior Director of Member Organizational Development  
Association of American Medical Colleges  
Washington, DC

**Ann Fulcher, MD**

Chair and Professor of Radiology  
VCU School of Medicine

**Jean B. Gasen, PCC, PhD**

Executive Director  
Center for Corporate Education  
VCU School of Business Foundation

**Kim Isringhausen, BSDH, RDH, MPH**

Chair of Oral Health Promotion and Community Outreach  
VCU School of Dentistry

**Kenneth Warren, Jr., EdD**

Assistant Professor & Instructional Technologist  
School of Faculty Affairs  
VCU School of Medicine

### CONFERENCE PLANNING COMMITTEE:

**Teresa Carter, EdD**

**Jan Chlebowski, PhD**

**Maria Curran, MA**

**Sushmita Gordhandas, M2 student**

**Amelia Grover, MD**

**Kim Isringhausen, BSDH, RDH, MPH**

**Lenore Joseph, MD**

**Jennifer Koblinski, PhD**

**Julie Mayglothling, MD**

**Laura O'Brien, PhD student**

**Kimberly Sanford, MD**

**Rita Shiang, PhD**

### CONFERENCE MANAGER

**Deborah Stewart, BIS**

School of Medicine, Office of Faculty Affairs  
PO Box 980565; 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. For more information about the WISDM Faculty Organization, please contact Julie Mayglothling, MD, President, 827-2409, 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. Over 809 students each year 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 39% of all full-time faculty, higher than the national average, and chair 6 of 28 departments. Among medical students, 47% 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 2013, 49% of our 401 dental students were women. Of the 93 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.

## **VCU HEALTH SYSTEM**

For 175 years, VCU Health System (VCUHS) has been an integral part of our community, caring for all people who come to us with a standard of clinical excellence, professionalism and compassion that is simply second to none. As one of Richmond's largest employers with 9,500+ employees, we are proud of our reputation as an employer choice. Deeply ingrained in our culture is a desire to push harder and raise the bar higher. 2013 was no exception. Here are a few of last year's highlights, which are a testament to the dedication and talent of our workforce:

- For a second year in a row, we earned designation by US News and World Report as a Virginia Top Hospital.
- Children's Hospital of Richmond at VCU (CHoR) was designated the only Level 1 pediatric trauma center in Virginia. CHoR is one of only 39 other such centers across the country with this designation.
- In 2013, four units received Beacon Awards from the American Association of Critical Care Nurses (AACN). The bone marrow transplant unit, the Hume-Lee Transplant Center, medical psychiatry and acute care surgery unit are VCUHS's newest Beacon designees, bringing our total number of Beacon Award units to eight.
- Virginia Commonwealth University Massey Cancer Center and Children's Hospital of Richmond at VCU (CHoR) jointly earned The Joint Commission's Gold Seal of Approval® for their palliative care programs, making them the first and only certified palliative care programs in Virginia.

These accomplishments, accolades and distinctions prove what we already know: our team members are remarkable, dedicated professionals who are capable of limitless achievements. In return, we offer more than 400 programs, policies and benefits, to help them manage their busy lives outside of work, including on-site child care, on-site adult day care, sick/backup child and elder care, housing education, down payment assistance, tuition assistance and even online grocery shopping. For these programs we have been recognized eight times as a "100 Best Company for Working Mothers" from Working Mother magazine. Furthermore, our policies and programs that support the advancement of female leaders has earned us a multiple rankings by the National Association of Female Executives (NAFE).

## **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 departmental and board chair positions. The medical center, in Richmond, Virginia, and its three satellite clinics (in Fredericksburg, Charlottesville, and Emporia) serve a population of over 200,000 Veterans. 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 for over 30 years. 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.

# Course Registration Form

MCA 3396 3.5 AMA PRA Category 1 Credits™

Visit website: [www.vcuhealth.org/cme/register](http://www.vcuhealth.org/cme/register)

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Friday, April 25, 2014; Larrick Student Center, MCV Campus

If paying by credit card, mail or fax your registration to:

VCU Continuing Medical Education (VCU CME) University Health Services  
Professional Education Programs (UHS PEP) of VCU Health System  
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 \_\_\_\_\_ Degree \_\_\_\_\_  
Department \_\_\_\_\_ Institution \_\_\_\_\_  
Specialty/Division \_\_\_\_\_ Are you requesting Dentistry CE credit? \_\_\_\_\_  
Mailing Address \_\_\_\_\_ Faculty, staff, dentistry/medical (M1-M4)/graduate student,  
housestaff, other \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
(W)Telephone \_\_\_\_\_ Fax# \_\_\_\_\_ Email \_\_\_\_\_

**Concurrent Workshops 3:00 - 4:00 pm**

(Place "1st" and "2nd" in blanks to indicate your choice of workshops)

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_

**4:15 - 5:15 pm workshop - Open to all participants**

(Checkmark "E" to attend this workshop)

E \_\_\_\_\_

**Reception (5:15 - 6 pm): Are you attending? Yes \_\_\_\_\_ No \_\_\_\_\_ (Open to all participants)**

Registration Fee: \_\_\_\_\_ \$45 (physicians, faculty, staff) \_\_\_\_\_ \$65 (registration fee plus WISDM membership fee with discount; regularly \$75)  
\_\_\_\_\_ \$25 trainees (medical, dental, and graduate students, postdocs, residents, fellows)

Total amount enclosed ..... \$ \_\_\_\_\_

**Note:** Limited number of SOM trainee scholarships available, contact Debbie Stewart, [dstewart@vcu.edu](mailto:dstewart@vcu.edu), for availability.  
School of Dentistry scholarships contact: Cindy Cheely, [cmcheely@vcu.edu](mailto:cmcheely@vcu.edu).

Please specify any dietary restrictions, i.e., vegetarian, etc. \_\_\_\_\_

**Paying by check, mail registration form and check to:** (check payable to: **UHS-PEP**)

VCU CME Office  
P.O. Box 980048, Richmond, VA 23298-0048; fax: 804-828-7438

**Paying by credit card, mail or fax to VCU CME Office at VCU address or fax above**

**CREDIT CARD INFORMATION:**

Please circle:    Master Card    Visa    American Express    Discover

Name on Credit Card \_\_\_\_\_

Credit Card Number \_\_\_\_\_ Security code (on back of card) \_\_\_\_\_

Expiration Date \_\_\_\_\_ Signature \_\_\_\_\_

VCU is an equal opportunity/affirmative action employer. If special accommodations are needed, please contact Debbie Stewart at 804-828-6591, [dstewart@vcu.edu](mailto:dstewart@vcu.edu).

# WISDM Executive Council

## EXECUTIVE COMMITTEE

### **Julie Mayglothling, MD**

President, WISDM Faculty Organization  
Associate Professor of Emergency Medicine, SOM

### **Tegwyn Brickhouse, DDS, PhD**

Treasurer, WISDM Faculty Organization  
Chair of Pediatric Pedodontics  
Associate Professor of Pediatric Dentistry  
VCU School of Dentistry (SOD)

### **Amelia Grover, MD**

Past-President, WISDM Faculty Organization  
Assistant Professor of Surgery, School of Medicine (SOM)

### **Kimberly Sanford, MD**

Secretary, WISDM Faculty Organization  
Assistant Professor of Pathology, SOM

## COMMITTEES

### **Jan Chlebowski, PhD**

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

### **Rita Shiang, PhD**

Co-Chair, Graduate Student Committee  
Associate Professor of Human and Molecular Genetics, SOM

### **Amelia Grover, MD**

Immediate Past-President, WISDM Faculty Organization  
Chair, Nominating Committee  
Assistant Professor of Surgery, SOM

### **Michelle Whitehurst-Cook, MD**

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

### **Allison Vanderbilt, EdD**

Chair, Professional Development Committee  
Director of Assessment and Evaluation, Center on Health Disparities  
Assistant Professor of Assessment and Evaluation, SOM

## WISDM REPRESENTATIVES

### **B. Ellen Byrne, DDS, PhD**

Professor of Dentistry  
Senior Associate Dean  
VCU School of Dentistry

### **Maria Curran, MA**

Vice-President of Human Resources  
VCU Health System

### **Lenore Joseph, MD**

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

## EX-OFFICIO MEMBERS

### **Margaret Biber, PhD**

Co-Chair, SOM Committee on the Status of Women and Minorities  
Professor, Physiology and Biophysics, SOM

### **PonJola Coney, MD**

Senior Associate Dean  
Office of Faculty Affairs, SOM

### **Renee Reid, MD**

Co-Chair, SOM Committee on the Status of Women and Minorities  
Assistant Professor, Emergency Medicine, SOM

## PAST PRESIDENTS

Amelia Grover, MD \* Susan Lanni, MD \* Mary Helen Hackney, MD  
\* Cecelia Boardman, MD \* Bela Sood, MD, MHA \* Joann Bodurtha,  
MD, MPH \* Lenore Buckley, MD, MPH \* Karen Sanders, MD \*  
Dawn Mueller, MD \* Wendy Klein, MD



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