27th Annual WISDM Leadership Conference

Developing the Total You

Friday, May 3, 2019
11:30 a.m. - 6:15 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 Human Resources
McGuire Veterans Affairs Medical Center
“Developing the Total You”

Friday, May 3, 2019

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
Finding Joy at Work
Jean Bailey, Ph.D., Facilitator, Associate Dean for Faculty Development, Office of Faculty Affairs, School of Medicine
By the end of this session, participants will be able to:
• Identify the value of increasing joy in your work
• Discuss ways to incorporate joy into the organizational culture
• Share areas where you find joy in your work

1:00 KEYNOTE ADDRESS
Court End Ballroom
Juggling the Pieces of Me
Lakshmi Challa, J.D., Senior Counsel, LeClairRyan and Managing Attorney, Challa Law Offices, PLC
Most women find themselves juggling responsibilities at home and outside, functioning with a strained workload while attempting to control the associated stress: the physical and emotional burdens negatively impact their physical and mental health.
By the end of this session, participants will be able to:
• Experiment with ways to stop juggling multiple balls by developing a strategic plan to obtain a holistic approach to life. Make it one ball to hold
• Discuss best practices to achieve their life objectives
• Identify creative solutions to address the detours that may steer them off their path

2:00 WISDM Professional Achievement Awards
Court End Ballroom
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, Senior Associate Dean for Faculty Affairs, VCU School of Medicine
CONFERENCE AGENDA

2:30  Break with Yoga

Michelle McGregor, R.D.H., B.S., M.Ed., Director, Dental Hygiene Program, School of Dentistry

2:45  CONCURRENT WORKSHOPS

A. Managing Your Online Reputation  Court End Ballroom
Pamela DiSalvo Lepley, M.P.A., APR, Vice President for University Relations
In the digital world, each of us has an online reputation – one that often blurs the lines between personal and professional. This workshop addresses how to build and protect your online reputation. By the end of this session, participants will be able to:
• Assess their own digital presence
• Contrast the power and pitfalls of social media
• Identify effective online communications (especially email)

B. Film and TV Portrayals of Leadership -- What Can We Learn?  Churchill Boardroom
Betsy Ripley, M.D., M.S., RAC, Senior Associate Dean for Faculty Affairs, School of Medicine
As a result of using video clips, participants will be able to:
• Explore key leadership attributes portrayed in film and TV
• Analyze leaders to determine both good and bad leadership styles and skills
• Recognize and relate to challenges and resources for leadership transitions particularly for new leaders

C. Bringing Your Authentic Self to the Leadership Table  Jackson Ward B
Margaret Rittenhouse, LCSW, Clinical Director of HelpLink EAP
By the end of this session, participants will be able to:
• Define their authentic self
• Identify unique ways of leading
• Recognize potential pitfalls and solutions on their journey ahead

D. Medicine and Philanthropy: Bringing Together Healing and People Who Care  Jackson Ward A
Tom Maness, M.P.A., Associate Vice President for Development, Health Sciences
By the end of this session, participants will be able to:
• Identify how philanthropy impacts research, education and clinical care and why people want to give
• Discuss the ethics of medicine and philanthropy
• Identify the appropriate role of the provider or researcher in the philanthropic relationship
• Interpret when a patient or community member signals they are interested in giving – it happens more often than you think
• Effectively express their story: key understandings in how to tell the story of your research, program or cause to a potential philanthropist

3:45  Break with Yoga

Michelle McGregor, R.D.H., B.S., M.Ed., Director, Dental Hygiene Program, School of Dentistry
We are all well aware that leadership is a journey with successes and failures, high points and low points. Finding our way can sometimes be challenging, as the distance between who we are and who we strive to be as leaders create gaps in the road. Leadership authors Bob Anderson and Bill Adams (Mastering Leadership, 2016; Scaling Leadership, 2019) underscore this gap in describing the dynamic tension between pursuing leadership purpose vs. leadership safety and how that can influence our ability to succeed in an increasingly complex “VUCA” world. Additionally, building on the work of Stewart Friedman (Total Leadership, 2008), balancing the tensions between all areas of our lives – Work, Home, Community and Self – are also key to our ability to succeed as better leaders. In this experiential session we will focus on the dynamic tensions of becoming a better leader – by identifying what your gaps are, what some best practices are for mitigating them, and how you can design small experiments to create your own path to better leadership.

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

• Illustrate an increased understanding of the role of dynamic tension and how it contributes to our growth as leaders
• Connect with an increased self-awareness of where these tensions/gaps exist in your total leadership journey
• Identify potential best-practice strategies for closing the leadership gaps you are experiencing
• State at least one priority next step for building your leadership capability going forward

5:15 RECEPTION: Refreshments and Networking  Prefunction Hallway
6:15 Conference adjourns
Lakshmi Challa, J.D., Senior Counsel, LeClairRyan and Managing Attorney, Challa Law Offices, PLC, is the founding and managing attorney of Challa Law Group, with over twenty years of experience practicing immigration law. Her vision for building her firm was to elevate the practice of immigration law beyond routine document preparation: Challa Law has achieved that by developing a client-centric practice, customizing immigration strategies for multinational companies. Her unique strategic vision aligns client immigration goals with business objectives, attracting Departments of Commerce and State interest. The agencies requested her assistance enticing foreign direct investment and invited her as a delegate to the Global Entrepreneur Summit, highlighting female entrepreneurs.

Lakshmi is deeply invested in the local community, serving on numerous boards including VCU Health Systems Board. She has assisted victims of domestic violence and trafficking in partnership with her alma mater, University of Richmond Law School and VA Poverty Law Center. Ms. Challa served on former President Obama’s White House Roundtable for Innovation and Immigration and former Virginia Senator Stolle’s Illegal Immigration Task Force.

In addition to her professional commitments, she and her husband raised two children who are now on their own professional journeys. She uses meditation and exercise as tools to keep her sanity. She is taking guitar lessons in hopes of training for a post retirement career.

Presenters & Conference Planning Committee

PRESENTERS

Jean Bailey, Ph.D.
Associate Dean for Faculty Development
Office of Faculty Affairs, School of Medicine

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Managing Attorney
Challa Law Offices, PLC

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Vice President for University Relations, VCU

Thomas Maness, M.P.A.
Associate Vice President for Development,
Health Sciences

Michelle McGregor, R.D.H, B.S., M.Ed.
Director, Dental Hygiene Program, School of Dentistry

Betsy Ripley, MD, MS, RAC
Senior Associate Dean for Faculty Affairs, School of Medicine

Margaret Rittenhouse, LCSW
Clinical Director of HelpLink EAP
Behavioral Health Counselor, Department of Psychiatry, School of Medicine

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Deborah Stewart, B.I.S.
School of Medicine
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 (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 6 of 27 departments. Among medical students, 52% are women, and among graduate students well over 55% 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 2018, approximately 45% of our 400 dental students were women. Of the 89 full-time dental school faculty, 36% 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.

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 430-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. 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 1000 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.

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