



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

31st Annual WISDM Leadership Conference

Flourishing or Functioning? How to Help Yourself and Others

Friday, April 28, 2023

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

Sponsored by

**VCU School of Medicine
VCU School of Dentistry
Central Virginia VA Health Care System &
McGuire Research Institute, Inc.**



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Conference Agenda

Flourishing or Functioning? How to Help Yourself and Others

Friday, April 28, 2023

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**

Rita Shiang, Ph.D.
President, WISDM Faculty Organization
Associate Professor and Graduate Program Director
Human and Molecular Genetics, VCU School of Medicine

Court End Ballroom

12:30 **Lunch with Self-assessment Activity**
Showing Up as Your Whole Self

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

Court End Ballroom

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

- Identify their strengths and how they manifest in different life situations
- Brainstorm how to leverage strengths to go from functioning to flourishing

1:00 **Keynote Address**

Getting to the Good Part. . .Whole, Joyful, and Fulfilled

Vanessa B. Sheppard, Ph.D., Interim Founding Dean, School of Population Health;
Associate Director, Community Outreach Engagement and Health Disparities Research;
Theresa A. Thomas Memorial Chair in Cancer Prevention and Control; Vice President of
Population and Public Health Strategic Initiatives

Court End Ballroom

Learning Objectives:

- Engage participants to reflect on their professional journey and consider areas ripe for success and growth
- Discuss strategies for identifying supportive structures to flourish
- Share insights from lived and professional experiences to cheer participants in their leadership journey

Conference Agenda

2:00 **WISDM Professional Achievement Awards** **Court End Ballroom**

Moderator: Rita Shiang, Ph.D.
VCU School of Medicine
VCU School of Dentistry

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

Julie Beales, M.D., M.H.A., Chief of Staff, Central Virginia VA Health Care System/McGuire Research Institute, 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 **Break**

2:45 **CONCURRENT SESSIONS**

A. Stress and You: How to De-Stress your Distress **Court End Ballroom**

Amelia "Aimee" Grover, M.D., Professor of Surgical Oncology; Associate Chair for Faculty Development for the Department of Surgery; Director of Professionalism, Engagement, and Wellness for the VCU School of Medicine, and Director of the Multidisciplinary Endocrine Tumor Program for Surgical Oncology, in the Department of Surgery at VCU Health

By the end of this session, participants will:

- Learn about the pros and cons of stress
- Recognize stress in themselves and others
- Learn about stress management solutions

B. You Can't (and Shouldn't) Do Everything: Setting Boundaries **Jackson Ward A**

Jill Bettinger, Ph.D., Professor, Department of Pharmacology & Toxicology

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

- Distinguish between good and bad reasons for agreeing to a request for effort
- Identify their core values and goals
- Develop a rubric for deciding what to agree to
- Develop strategies for saying no to requests for effort

C. Building Your Village: Advocates, Mentors, and Sponsors **Jackson Ward B**

Joyce Lloyd, Professor and Vice Chair for Education and Faculty Affairs, Department of Human and Molecular Genetics; Associate Dean, VCU Graduate School; Co-director, VCU PREP, IMSD, IRACDA and IGNITE KUH research training programs

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

- Distinguish the roles of advocates, mentors and sponsors
- Identify advocates, mentors and sponsors in your network
- Brainstorm about building relationships with new advocates, mentors and sponsors

Conference Agenda

3:45 **Break**

4:00 **Spotlight Panel Session**

Court End Ballroom

Creating an Inclusive Environment Where a Diverse Team Feel Valued and Can Thrive

Moderator: Carlos Smith, D.D.S., M.Div, FACD, Associate Dean of Inclusive Excellence, Ethics, and Community Engagement, Associate Professor in the Department of Dental Public Health and Policy

Panelists: Gisela Grotewold Chelimsky, M.D., Professor Division Head, Department Pediatrics, DEI Council Member
Mauretta J. Copeland, B.S., Cultural Broker African American Center for Family Involvement, Partnership for People with Disabilities
Kevin A. Harris, Ph.D., MSA, Senior Associate Dean for DEI, SOM

5:00 **Conference Adjourns**

Continuing Medical Education Credits



JOINTLY ACCREDITED PROVIDER™
INTERPROFESSIONAL CONTINUING EDUCATION

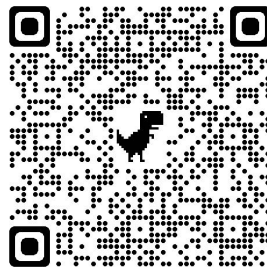
In support of improving patient care, VCU Health Continuing Education is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

VCU Health Continuing Education designates this live activity for a maximum of 3.75 **AMA PRA Category 1 Credits™**. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

How to Request CME Credits for Conference Attendance:

1. Submit **Full Name, Credentials, and Email Address** to Jody Hedstrom by **Tuesday, May 2, 2023**.
 - a. Via email: jody.hedstrom@vcuhealth.org
 - b. Via link to Google form: <https://forms.gle/oexHdGrDCmHA9YZo8>
 - c. Via QR code below

2. You will receive an evaluation to complete from the Continuing Medical Education Office on or after May 3, 2023. **The evaluation must be completed before your credits can be claimed.**



Karen D. Hendricks-Muñoz, MD, MPH



Dr. Karen Hendricks-Muñoz was selected as this year's award recipient from a field of 11 outstanding nominations. Her success as a physician, leader, mentor, teacher, and scholar make it difficult to adequately portray her career in a few short paragraphs, but we hope to capture the highlights.

Dr. Hendricks-Muñoz, received her MD and MPH from Yale University Schools of Medicine and Public Health, respectively. She completed her residency at Yale and a neonatal-perinatal fellowship at the University of Rochester. In 1990, she became Chief of the Neonatology Division at New York University and was recruited in 2012 to serve at VCU as the Inaugural William Tate Graham Professor of Neonatal Pediatrics Children's Hospital of Richmond (CHoR). Her academic appointments over the ensuing years include Professor with Tenure (Pediatrics, Division of Neonatal Medicine

and Obstetrics & Gynecology); Training Program Director, Neonatal-Perinatal Medicine; Deputy Director and Interim Executive Director, VCU Center on Health Disparities; Interim Chair, Department of Pediatrics; and Interim Division Chair, Division of Gastroenterology.

Dr. Hendricks-Muñoz directs the CHoR neonatology fellowship training program, with many trainees subsequently assuming leadership roles at the NIH and in the fields of neonatology and pediatric medicine. Passionate about providing care to underserved populations, she founded and directs the Neonatal Continuing Care Follow-up Program at CHoR, created to assure access to needed health care for high risk infants. She also founded and directs the JACKS Neonatology Summer Scholars Program, mentoring over 150 undergraduate and medical students to work with NICU fellows and staff on quality improvement projects. Shari Barkin, MD, MSHS, Jessie Ball DuPont Professor and Chair Department of Pediatrics, Physician-in-Chief CHoR states that Dr. Hendricks-Muñoz is "a born mentor. This isn't a hobby for her, it is a calling." She has mentored over 100 college students, medical students, residents, fellows, and junior faculty.

Dr. Hendricks-Muñoz has received numerous scientific, clinical and special awards and honors, including the VCU Presidential Excellence Award and induction into the American Pediatric Society, the highest honor in Pediatrics. As an internationally known leader in neonatal medicine, she has been invited to present at 226 lectures/symposia across the United States and abroad. Her bibliography includes 106 original articles, 266 published abstracts presented at national meetings, and 22 book chapters, editorials, and articles. As stated on the VCU Center for Health Disparities website, Dr. Hendricks-Muñoz "is nationally recognized for her advocacy of maternal-infant skin-to-skin contact called 'Kangaroo mother care' and obtained NIH funding to study the implications of infant stress reduction on early childhood microbiome development."

While Dr. Hendricks-Muñoz's professional achievements are extraordinary, her impact on those with whom she interacts is immeasurable. She leads by example with "calm grit and grace" and has "a loving, inclusive, and humble demeanor." Tiffany Kimbrough, MD, Associate Professor, General Pediatrics, and Medical Director Mother Infant Unit, notes that Dr. Hendricks-Muñoz "demonstrates the rare ability of being able to advocate for her convictions while respecting differing opinions and helping groups to develop a shared mental model in order to move forward with singular vision." In their letters of support, colleagues say she is "kind yet has high expectations," describing her as a "shining example" of a "life-long scholar" and a strong leader whom others naturally want to emulate.

Shillpa Naavaal, BDS, MS, MPH



Dr. Shillpa Naavaal is an associate professor and a health services researcher in the Department of Dental Public Health and Policy, Virginia Commonwealth University, School of Dentistry, and a diplomate of the American Board of Dental Public Health. She also serves as a faculty member in VCU's interdisciplinary iCubed program, Philips Institute for Oral Health Research, and Massey Cancer Center, and was recently selected as an Emerging Leader Fellow for the National HPV Roundtable program. Her research focuses on understanding and addressing access and utilization of oral health services among vulnerable groups across the lifespan, integrating dental and medical care, patient and provider education, and evaluating health policies and their impact on oral health and overall health.

Dr. Naavaal has received various teaching and scholarship awards and has been funded by the state, NIH, and CDC. She enjoys teaching and mentoring graduate and undergraduate students and working with them to develop and grow their research interests. She is actively involved in national and state-level policy and scientific committees and has published many articles in high-ranked peer-reviewed journals. Before joining VCU, Dr. Naavaal worked as a health scientist and a research fellow at the Centers for Disease Control and Prevention (CDC), Atlanta. She completed her Dental Public Health residency at the CDC Division of Oral Health, MS Oral Sciences, and MPH at the University of Illinois at Chicago, and her dental degree and advanced clinical program from India. In addition to her faculty roles, she is also a student at VCU and is currently pursuing a Ph.D. program in Health Behavior and Policy.

Keynote Speaker



Vanessa B. Sheppard, Ph.D. is the associate director of health disparities research and program leader of Cancer Prevention and Control at VCU Massey Cancer Center. Since 2016 she has been the Theresa A. Thomas Memorial Chair in Cancer Prevention and Control, professor and chair of the VCU Department of Health Behavior and Policy. In late 2022 she was appointed Vice President of Population and Public Health Strategic Initiatives. She joined Virginia Commonwealth University in September 2016 from the Department of Oncology at the Lombardi Comprehensive Cancer Center at Georgetown University where she was a tenured associate professor and assistant director of health disparities

research.

Dr. Sheppard has been recognized by the National Institutes of Health as a Disparities Scholar, and her long-term research career goal is to reduce inequities in cancer outcomes through scholarship, teaching, and service. She has received funding from the NIH, the American Cancer Society, and other entities to pursue this goal. Dr. Sheppard has harnessed her expertise in health services research, clinical trials, and behavioral interventions to address gaps in cancer care delivery and outcomes for African-American, African-immigrant, and Latina populations. Dr. Sheppard has led studies focused on factors that have the potential to improve cancer outcomes such as treatment adherence, patient-provider relationships, obesity, and physical activity. Her team was the first to develop and test decision support and lifestyle interventions for African-American and Latino women.

In 2013 she completed leadership training from the Higher Education Resources Services (HERS), which is focused on supporting women leaders. She currently serves as MPI of the VCU NSF Advance Grant which is focused on advancing the careers of women in STEM fields. Dr. Sheppard was honored to receive the 2021 WISDM Achievement Award.

Close relationships with community organizations have been a driving force behind her work. Dr. Sheppard is a recipient of the Dr. Herbert W. Nickens Award from the Association of American Medical Colleges and an Outstanding Research Achievement Award from Georgetown University Medical Center. She also received the Torch Bearer award from the African Women's Cancer Awareness Association and was nominated and selected as a distinguished alumna from the Old Dominion University College of Health Sciences. Recently, she was awarded the Researcher of the Year Award from the American Cancer Society.

Dr. Sheppard received her undergraduate and graduate degrees from James Madison University and Norfolk State University, respectively. She received her doctoral degree in health services research with an emphasis on community health from Old Dominion University. She completed postdoctoral fellowships at Eastern Virginia Medical School, the Association of American Medical Schools, funded by the Agency for Healthcare Research and Policy, and Moffitt Cancer Center funded by the National Cancer Institute.

Presenters & Conference Planning Committee

PRESENTERS

Jill Bettinger, Ph.D., Professor in the Department of Pharmacology and Toxicology, VCU School of Medicine

Amelia "Aimee" Grover, M.D., Professor of Surgical Oncology; Associate Chair for Faculty Development for the Department of Surgery; Director of Professionalism, Engagement, and Wellness for the VCU School of Medicine, and Director of the Multidisciplinary Endocrine Tumor Program for Surgical Oncology, in the Department of Surgery at VCU Health

Joyce Lloyd, Ph.D., Professor and Vice Chair for Education and Faculty Affairs in the Department of Human and Molecular Genetics in the VCU School of Medicine, Associate Dean of the Graduate School; Co-director, VCU PREP, IMSD, IRACDA and IGNITE KUH research training programs

Vanessa B. Sheppard, Ph.D., Interim Founding Dean, School of Population Health; Associate Director, Community Outreach Engagement and Health Disparities Research; Theresa A. Thomas Memorial Chair in Cancer Prevention and Control; Vice President of Population and Public Health Strategic Initiatives

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

MODERATOR

Carlos Smith, D.D.S., M.Div, FACD
Director of DEI, Director of Ethics Curriculum, School of Dentistry

PANELISTS

Gisela Chelimsky, M.D., Professor of Pediatrics, VCU; Chief of Pediatric Gastroenterology, Children's Hospital of Richmond, Director, Pediatric Autonomic Program

Mauretta J. Copeland, B.S., Cultural Broker to the African American community at VCU's Partnership for People with Disabilities Center for Family Involvement

Kevin A. Harris, Ph.D., MSA, Senior Associate Dean for Diversity, Equity, and Inclusion in the VCU School of Medicine

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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-nine (189) 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 more than 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 Medical Center, the School provides innovative care to patients from across Virginia and neighboring states. Women faculty account for 41% of all full-time faculty and currently serve as chair or interim chair of 10 of our 27 departments. Among medical students, 56% are women, and among graduate students more than 67% 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 2022, approximately 56% 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.

WISDM Executive Council

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