



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

# 21st Annual WISDM Leadership Conference

## ***Breaking Through Invisible Barriers***

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

Friday, March 22, 2013

12 noon - 6 p.m.

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

# *Breaking Through Invisible Barriers*

Friday, March 22, 2013

### LARRICK STUDENT CENTER, MCV CAMPUS

- 11:30 Registration, check-in** **Pre-Function Hallway**  
**Visit the Exhibits** **Court End Ballroom**
- Women in Science Organization (WIS)
  - Barnes and Noble @ VCU - Books will be available for purchase
  - VCU Institute of Women's Health
  - Relay Foods
  - Capitol Concierge
- 12:00 Welcome and Announcements** **Court End Ballroom**  
*Amelia Grover, MD, President, WISDM*
- 12 :15 Lunch and facilitated table discussion** **Court End Ballroom**  
***Women Leaders: Do We Create Barriers or Are They Created for Us?***
- Participants will be able to:
- Discuss how women in leadership are portrayed in the media.
  - Discuss the possible impact on public preception of women leaders.
  - Discuss how body language and actions can misrepresent our abilities.
- 1:15 CONCURRENT WORKSHOPS**  
Indicate 1st & 2nd choices on the Registration Form
- A. The Power in a Good Presentation** **Churchill Boardroom**  
*Caley Cantrell*
- Participants will be able to:
- Review the steps for building a strong and convincing presentation.
  - Speak to both the "head" and the "heart" of your audience.
  - Get comfortable with the idea of "selling."
- B. Defining and Refining Your Leadership Style** **Jackson Ward B**  
*Kim Isringhausen, MPH*
- Your leadership style is crucial to your success. Consciously, or subconsciously, your preferences, values, experiences and beliefs combine to create a style of leadership that is unique. You can become more effective as a leader once you have assessed your leadership style by recognizing your weaknesses, capitalizing on your strengths, and learning how to identify and communicate with other styles.
- Participants will be able to:
- Identify and understand your natural leadership style.
  - Assess the impact of your leadership style on others.
  - Leverage your strengths and learn to adapt your style in various situations.
  - Enhance your ability to collaborate by clarifying your needs and the needs of others.
  - Improve workplace communication by understanding different communication styles.

# Conference Agenda

**C. Making Excellence Inclusive: Women Redefining and Transforming the Workplace** **Jackson Ward A**

*Wanda Mitchell, EdD*

During this interactive session, strategies for building an inclusive, diverse, and welcoming living, learning, and working environment will be shared.

Participants will be able to:

- Recognize and celebrate the contribution of women leaders who have made excellence inclusive.
- Describe VCU's commitment to diversity and its link to the academic and institutional mission.
- Dialogue about exemplary practices for creating a welcoming, inclusive and diverse workplace.
- Discuss strategies for women redefining and transforming the workplace.

**D. Using the Enneagram Personality System to Help You Understand Yourself and Improve Your Relationships** **Court End Ballroom A**

*Frank Einsmann, VHA-CM*

Participants will be able to:

- Describe the three centers which interact to form the nine Enneagram types.
- Determine their probable primary Enneagram type and describe the characteristics of their type.
- Discuss how their Enneagram type affects their relationships.

**2:15 Break**

**2:30 WISDM PROFESSIONAL ACHIEVEMENT AWARDS** **Court End Ballroom**

*Moderator: Amelia Grover, MD*

- VCU School of Dentistry
- VCU School of Medicine

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

**3:00 Movie Screening: *Miss Representation*** **Jackson Ward**

**4:00 E. Interactive Panel Discussion** **Jackson Ward**

*PonJola Coney, MD; Deborah Davis, MBA; Ann Fulcher, MD; Beverly Warren, EdD, PhD*

Participants will be able to:

- Discuss what impact the media has on a woman's ability to see herself as a leader and obtain a leadership position - "You can't be what you can't see."
- Describe the impact the media has on the way a woman presents herself as a leader and others' ability to see her as a leader.
- Explain how we can better support women currently in leadership positions including those who will come behind us, i.e., likeability and success, are we each others' worst critic?
- Relate lessons learned - how would we do things if we could do them over again?

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

**6:00 Conference adjourns**

## Program Description

This program promotes professional development through enhancement of leadership skills, workplace communication, and presentation skills. We welcome academic physicians, dentists, scientists, postdocs, fellows, administrators and other health care professionals across the VCU Medical Center, VAMC, Inova Campus and beyond; medical, dental, other professional students, and graduate students; residents; practitioners 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:

- recognize the role of media in forming their perceptions of women leaders.
- communicate in the workplace by understanding different communication styles.
- assess and construct an effective presentation.
- develop skills relating to professional development, personal growth and career advancement.
- network with colleagues.

Please see the individual 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 and School of Dentistry trainees, for availability 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, March 18, 2013. Fax your written cancellation notice to UHS-PEP at 804/828-7438.

Valet parking is available for \$5.00 on the MCV Campus (fee paid at time of parking) at the Gateway Bldg. (1200 E. Marshall St.) and North Hospital (1300 E. Marshall St. - catty-corner to Egyptian Bldg.). Self parking is also available 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 *3.0 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 3.0 hours continuing education credits.

## Scholarships

A limited number of scholarships are available to School of Medicine students, residents, postdocs, and fellows on a first-come, first-serve basis. Scholarships are also available to School of Dentistry trainees. Please contact your local offices listed below for more specific information.

VCU School of Dentistry - Carolyn Booker, PhD  
Associate Dean for Student and Administrative  
Faculty Affairs; 828-9953; clbooker@vcu.edu

VCU School of Medicine - Debbie Stewart, BIS  
Education Program Coordinator, Office of Faculty Affairs  
828-6591; dstewart@vcu.edu

## Presenters & Conference Planning Committee

### WORKSHOPS

#### **Caley Cantrell**

Professor and Head of Communications Strategy Track  
VCU Brandcenter

#### **PonJola Coney, MD**

Director, Center on Health Disparities  
Professor of Obstetrics and Gynecology  
Senior Associate Dean for Faculty Affairs  
VCU School of Medicine

#### **Deborah Davis, MBA, FACHE**

Chief Operating Officer  
MCV Hospitals  
VCU Health System

#### **Frank Einsmann, VHA-CM**

Education Coordinator  
Education Service  
McGuire VAMC

#### **Ann Fulcher, MD**

Chair and Professor of Radiology  
VCU School of Medicine

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

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

#### **Wanda Mitchell, EdD**

Vice President for Diversity and Equity  
Division for Diversity and Equity

#### **Beverly Warren, EdD, PhD, FACSM**

Provost and Senior VP for Academic Affairs, VCU  
Professor, Health and Human Performance  
VCU School of Education

### CONFERENCE PLANNING COMMITTEE

**Tegwyn Brickhouse, DDS, PhD**

**Teresa Carter, EdD**

**Jan Chlebowski, PhD**

**Maria Curran, MA**

**Amelia Grover, MD**

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

**Lenore Joseph, MD**

**Julie Mayglothling, MD**

**Kimberly Sanford, MD**

**Deborah Stewart, BIS**

**Allison Vanderbilt, EdD**

**Michelle Whitehurst-Cook, MD**

### 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. Sustaining memberships are available to those who pay an annual contribution to support our various programs. For more information about the WISDM Faculty Organization, please contact Amelia C. Grover, MD, President, 804-828-9324 or Julie Mayglothling, MD, President-Elect, 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 760 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 38% of all full-time faculty, higher than the national averages, 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 2012, 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**

Confirming that VCUHS is truly a health care force in Richmond and beyond, we received accolades from several outside organizations during 2012. Collectively, these achievements demonstrate that VCUHS is making remarkable impressions on those who come here to work and receive care. 2012 was the year of surveys to be sure, and we outperformed even our own high standards, across the board, including the VCUHS, House Calls and CHoR/Brook Road's triennial surveys. Subsequent TJC certifications also were earned by our Stroke, Palliative Care and Ventricular Assist Device (VAD) programs. Additionally, our Trauma Program underwent Level 1 Trauma Center Verification and further accreditation was received from the Society of Chest Pain Centers, recognizing our high level of expertise in caring for patients who arrive with symptoms of a heart attack. And when the United Network for Organ Sharing (UNOS) conducted its survey for our kidney, liver, pancreas and heart transplant programs, the results were equally exceptional. Further, VCUHS laboratories, including pathology, transplant, the operating room, pulmonary blood gas and the Baird Vascular Institute, also successfully completed accreditation surveys by the College of American Pathologists (CAP) in 2012. In addition to these exhaustive regulatory reviews, we earned designation by US News and World Report as Virginia's Top Hospital for 2012. These accomplishments, accolades and distinctions prove that our world-class employees 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 earned us a second place ranking among nonprofit organizations nationwide in 2012 by the National Association of Female Executives (NAFE) - our seventh time being recognized on this prestigious roster.

## **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 interim chief of staff and multiple other department 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 in the region. 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. 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

3.0AMA PRA Category 1 Credits™

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

21st Annual Women in Science, Dentistry, & Medicine Leadership Conference  
Friday, March 22, 2013; 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 \_\_\_\_\_ Title \_\_\_\_\_  
Department \_\_\_\_\_ School/Firm/Institution \_\_\_\_\_  
Degree \_\_\_\_\_ Specialty/Division \_\_\_\_\_  
(W)Telephone \_\_\_\_\_ Fax# \_\_\_\_\_ (H)Telephone \_\_\_\_\_  
Email \_\_\_\_\_ Mailing Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Workshops (1:15 - 2:15 pm)  
(Indicate 1st and 2nd choice)

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

Panel Discussion (4 - 5 pm) Open for all participants  
(Indicate if you will attend)

E \_\_\_\_\_

Reception (5 -6 pm) Open to all participants : Indicate if you will attend: Yes \_\_\_\_\_ No \_\_\_\_\_

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

**Note:** Limited number of scholarships are available for SOM trainees, contact Debbie Stewart, [dstewart@vcu.edu](mailto:dstewart@vcu.edu), for availability.

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

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

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

UHS-PEP  
P.O. Box 75690  
Baltimore, MD 21275-5690

**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

### **Amelia Grover, MD**

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

### **Julie Mayglothling, MD**

President-Elect, 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)

### **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

### **Susan Lanni, MD**

Immediate Past-President, WISDM Faculty Organization  
Chair, Nominating Committee  
Associate Professor of Obstetrics/Gynecology, 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

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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