29th Annual WISDM Leadership Conference

You Belong Here!
Imposter Syndrome: What Is it, How to Recognize it, & How to Overcome it

Friday, April 30, 2021
12:00 - 5:30 p.m.

Sponsored by
VCU School of Medicine
VCU School of Dentistry
Central Virginia VA Health Care System
Conference Agenda

“You Belong Here! Imposter Syndrome: What is it, How to Recognize it, and How to Overcome it”

Friday, April 30, 2021

12:00 Welcome and Announcements
Kim Isringhausen, R.D.H., M.P.H.
President, WISDM Faculty Organization
Associate Professor, Associate Dean, Risk and Compliance and
Chief Officer, Human Resources, VCU School of Dentistry

12:10 Exhibitor(s)

12:15 Poll and Discussion: Do You Have Imposter Syndrome?

1:00 KEYNOTE ADDRESS
“A Secret Truth About the Gender Leadership Gap”
Jennifer Hunt, M.D., M.Ed., Chair of Pathology, Immunology and Laboratory Medicine,
University of Florida College of Medicine
By the end of this session, participants will be able to:
• Discuss the national statistics about gender and leadership.
• Recognize evidence of subtle gender bias.
• Identify internal biases that hold women back in leadership.

2:00 WISDM Professional Achievement Awards
Moderator: Kim Isringhausen
• VCU School of Medicine
  Vanessa Sheppard, Ph.D., Theresa A. Thomas Memorial Chair in Cancer Prevention and
  Control; Associate Director, Community Outreach Engagement and Health Disparities,
  Massey Cancer Center; Department Chair and Professor of Health Behavior and Policy,
  VCU School of Medicine

• VCU School of Dentistry
  Clara Spatafore, D.D.S., M.S., Interim Dean, VCU School of Dentistry; Chair and
  Associate Professor of Endodontics; and Chair of Oral Diagnostic Sciences

Special Recognition of Support and Sponsorship:
Peter Buckley, M.D., Dean, VCU School of Medicine and Executive Vice President for
Medical Affairs, VCU Health System
Clara Spatafore, D.D.S., M.S., Interim Dean, VCU School of Dentistry; Chair and Associate
Professor of Endodontics; and Chair of Oral Diagnostic Sciences
Julie Beales, M.D., Ph.D., M.H.A., Chief of Staff, Central Virginia VA Health Care System
Betsy Ripley, M.D., M.S., RAC, Senior Associate Dean for Faculty Affairs, VCU School of Medicine
Conference Agenda

WORKSHOPS

2:30  Finding Resilience During a Pandemic  
Lynne Hughes, Founder and CEO of Comfort Zone Camp, nationally recognized grief expert  
By the end of this session, participants will be able to:  
• Assess your current strengths as a change leader and how courage and authenticity can positively impact your ability to lead change.  
• Identify best practices for maximizing your impact as a change leader without being overwhelmed by feelings of incompetence or inauthenticity.  
• Create at least one action step for becoming an even more effective change leader.

3:00  Facilitated resilience discussion with mindfulness activity  
Margaret Rittenhouse, L.C.S.W., Clinical Director, HelpLink EAP, VCU Health System

3:30  Am I an Imposter? Tips for Identifying and Overcoming Imposter Syndrome  
Michael A. Southam-Gerow, Ph.D., Professor and Chair of Psychology, VCU College of Humanities and Sciences  
By the end of this session, participants will be able to:  
• Demonstrate competence in identifying signs of imposter syndrome in students and colleagues.  
• Demonstrate understanding of the particular risks for imposter syndrome among students of color in higher education.  
• Identify several coping strategies to alleviate imposter syndrome.

4:15  Refresher Break

4:25  Spotlight Session  
How to Slay Like a Mother  
Katherine Wintsch, M.S., Founder and CEO of The Mom Complex; Author of Slay Like a Mother  
Based on Slay Like a Mother, the personal empowerment book that Parade magazine named one of the “Top 10 life-changing self-help books of the year for 2019,” author Katherine Wintsch, will share groundbreaking research on mothers/women and self-doubt.

As founder and CEO of The Mom Complex, Katherine combines insights collected from over 10,000 mothers around the world with personal experience battling her own “dragon of self-doubt” for two decades. Her boundless energy for demonstrating what’s possible when you slay what’s standing in your way will leave you feeling less alone and more prepared when making the shift from worrier to warrior.

Filled with guidance you’d get from your best friend and practical tips you’d expect from your favorite therapist, this session will teach you how self-doubt starts, why it grows and how to slay it — while helping other mothers and women do the same.

By the end of this session, participants will be able to:  
• You can’t win at everything: Identify which battles to lose.  
• Negative self-talk: Discuss ways to teach the mean voice in your head some manners.  
• Realistic expectations: Discover how to stop setting expectations that set you up for failure.  
• Illustrate how to say no to others and yes to yourself.

5:30  Conference adjourns
Vanessa B. Sheppard, Ph.D.

Vanessa Sheppard, Ph.D., holds dual appointments in the VCU School of Medicine and VCU Massey Cancer Center. She serves as the Theresa A. Thomas Memorial Chair in Cancer Prevention and Control; Associate Director, Community Outreach Engagement and Health Disparities, Massey Cancer Center; Department Chair and Professor of Health Behavior and Policy, VCU School of Medicine. She is the Founding Director, Office of Health Equity and Disparities Research, and Co-leader of the Cancer Prevention Control Program at Massey Cancer Center (MCC). Dr. Sheppard came to VCU in 2016 from Georgetown University, drawn to VCU, in part, because of the opportunities to focus on her passion to research and combat health inequities and work with our Minority Underserved NCI Community Oncology Program.

Dr. Sheppard’s research focus is cancer disparities with an emphasis on breast cancer, cancer care delivery, behavioral trials and longitudinal cohorts. Her research approach designs research with underserved populations in mind, embedding clinical research in the community to achieve equity. Her office at MCC uses community navigators to educate and support people through their cancer care and also works to improve access to treatments and clinical trials for rural underserved areas. A skilled communicator, Dr. Sheppard recently discussed her commitment to eliminating cancer disparities with Dr. Jill Biden during her February 24 visit to MCC.

“While I agree that it is critical that she be valued as a scientist, I feel it is only to our good fortune that she is valued for her ability to convey the importance of healthcare for all to the broader community,” states Barbara D. Boyan, Ph.D., Alice T. and William H. Goodwin, Jr. Dean, VCU College of Engineering.

Dr. Sheppard’s research addressing ways to reduce health disparities in underserved populations, including communities of color and rural cancer patients, has earned a record of steady and robust funding and is currently funded through six American Cancer Society, NCI/NIH/DHHS, and National Center for Advancing Translational Sciences grants. She has overseen an over 43% increase in health disparities funding at MCC. Her work has been disseminated through over 110 peer-reviewed publications which have been cited over 1,800 times, and through presentations for local, national, and international audiences.

Mentoring students and junior colleagues is a passion of Dr. Sheppard’s, and one in which she is supremely successful. Megan C. Edmonds, M.P.H., Doctoral Candidate, explains working with Dr. Sheppard “... has resulted in numerous learning opportunities that have fueled my professional development. To name a few, under her advising leadership I have been able to build my publication record, with a total of 7 published articles to date; strengthen my methodology in health disparities research, which has resulted in submission of a funded NIH grant pilot award and presentations at several national conferences. I also received numerous postdoctoral fellowships offers from top research one institutions to continue my independent research career, and Dr. Sheppard’s mentorship was very instrumental.”

Another mentee, Arnethea L. Sutton, Ph.D. Postdoctoral Fellow, VCU Health Behavior and Policy, agrees, “When I started as her postdoc, I had no publications and no funding. Guided by her very intense, yet strategic mentoring style, I was able to publish over 20 manuscripts in the past 4 years, secure pilot funding from the National Cancer Institute, and was recently awarded a prestigious K99/R00 grant from the National Cancer Institute. She has been a critical and necessary component of my journey to becoming an independent investigator.”

Dr. Sheppard serves as Grant Reviewer, NCI Subcommittee F, NIH, and has served as an American Association for Cancer Education Board Member since 2016 and an external advisor for the Cancer Intervention and
Study Section, NIH-NINR. Dr. Sheppard serves as a reviewer for many high-impact journals, including The Journal of Clinical Oncology, Cancer, Journal of Health Education Research, and is reviewer and editorial board member for the Journal of Race, Health, and Policy. At VCU, she is the Co-Chair of the Advance IT Professional Development Committee, and member of the Health Equity Task Force, and member of the Operations Committee and the KL2 Oversight Committee for the C. Kenneth and Dianne Wright Center for Clinical and Translational Research. Dr. Sheppard was honored with the 2016 Distinguished Alumni Award from the College of Health Sciences, Old Dominion University, and in 2001 received the AAMC Herbert W. Nickens, M.D., Junior Faculty Achievement Award and was recognized by AAMC for her subsequent accomplishments.

Kathy Tossas, Ph.D., M.S., Assistant Professor, Health Behavior & Policy; Affiliate Assistant Professor, Epidemiology Division, Family Medicine & Population Health; Harrison Endowed Scholar in Cancer Research & MCC Member, summarizes Dr. Sheppard's accomplishments and impact, “Dr. Sheppard is a change agent, who is a catalyst of social justice and champion of health equity. Her steadfast leadership and unwavering dedication to excellence have not only carried her through, but have inspired others to do, and be better, especially me. I am honored to have her as a mentor, chair and role model,”
Dr. Clara Spatafore was born in Clarksburg, WV, attended West Virginia University where she received her undergraduate degree in Medical Technology. Dr. Spatafore then earned her D.D.S., M.S. and Certificate in Endodontics from West Virginia University School of Dentistry. Prior to attending the Endodontics program at WVU she was in private practice as a general dentist in Pittsburgh, PA for three years. After her endodontics program Dr. Spatafore served in the United States Navy and then as chairman at the University of Pittsburgh in the Department of Endodontics. She practiced at Allegheny General Hospital for 16 years and maintained a solo private practice during that time in Sewickley, PA.

Currently, she serves as the Interim Dean at the VCU School of Dentistry and as associate professor of endodontics as well as chairman of the Department of Endodontics and Oral Diagnostic Sciences at Virginia Commonwealth University. She maintains hospital privileges at Allegheny General Hospital in Pittsburgh. A member of the American Association of Endodontics since 1987, she has held a variety of leadership roles with the organization’s Board, including president, president-elect, vice president and secretary of its Executive Committee as well as a director on the board.

Dr. Spatafore, a Diplomate of the American Board of Endodontics, has been a member of several AAE committees, and she serves on the Journal of Endodontics Scientific Review Board. Currently she serves as a director on the American Board of Endodontics.

Dr. Spatafore is a member of the American Dental Association, the Richmond Dental Association, and the American College of Dentistry. Dr. Spatafore lectures nationally and internationally in all facets of Endodontics.

She and her husband, Philip Bartling, reside in Richmond VA. They have four children, Daniel and his wife Lena Holz both endodontists in private practice in Harrisonburg VA, Matthew a lawyer practicing in Denver, Colorado, Justina a critical care veterinary resident at Angell Hospital in Boston, MA and Alyssa a third year law student at Duquesne University in Pittsburgh, PA.
Keynote Speaker

Dr. Hunt is a physician executive who has held leadership roles at the institutional and national level. After serving as Chair of Pathology at the University of Arkansas for Medical Sciences for almost a decade, she was recently recruited to be the system Chair of Pathology, Immunology and Laboratory Medicine at the University of Florida in Gainesville. At the University of Arkansas for Medical Sciences she served as the first female Chief of Staff, Chair of Credentials Committee, and co-Chair of the Medical Staff Professionalism Committee. Dr. Hunt has been an elected board member and officer for multiple different national pathology organizations, including 6 years as a Governor for the College of American Pathologists and past roles as President of the Association for Molecular Pathology and the CAP Foundation. She is an internationally recognized expert in head and neck pathology and in molecular genetic pathology. She has published more than 150 scientific papers and numerous book chapters and books. Outside of pathology, Dr. Hunt’s passion is mentoring, sponsoring and promoting the careers of women physicians and scientists. She is a certified executive leadership coach and works with physician leaders and future leaders across the country. Dr. Hunt created and facilitates a popular leadership development program, which helps women to build confidence, abandon self-doubt, overcome impostor tendencies, and live more powerful and intentional professional lives. She recently published an Amazon best-selling book about overcoming impostor syndrome, “Unlocking Your Authentic Self.” In all of her roles, from Chair, to physician leader, to executive coach, Dr. Hunt finds great joy in teaching people practical tools, skills, and strategies for personal empowerment and growth.

Presenters & Conference Planning Committee

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Lynne Hughes  
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Margaret Rittenhouse, L.C.S.W.  
Clinical Director of HelpLink EAP  
VCU Health System

Michael Southam-Gerow, Ph.D.  
Professor and Chair of Pathology  
VCU College of Humanities and Sciences

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Author of Slay Like a Mother

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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 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 450 advanced degree students. The School accounts for more than 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 and currently serve as chair or interim chair of 8 of our 27 departments. Among medical students, 52% are women, and among graduate students more than 60% 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 2020, approximately 47% of our 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.

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 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. 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 over 35 years. Approximately 1000 trainees in multiple health science disciplines rotate through CVHCS annually. The McGuire Research Institute, 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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