Conference Agenda

“Communicating with purpose: Best practices in conflict resolution, negotiation, and professional conversations”

Friday, April 29, 2022

Larrick Student Center, MCV Campus

11:30 Check-in and Registration
Visit the Exhibits
- 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
Rita Shiang, Ph.D.
President, WISDM Faculty Organization
Associate Professor and Graduate Program Director
Human and Molecular Genetics, VCU School of Medicine (SOM)

12:15 Lunch and Discussion: Active Listening
Susanna Wu-Pong Calvert, M.A.P.P., Ph.D., Speaker, Coach, Consultant
Founder and Convener for Mission and Vision, Foundation for Family and Community Healing, Richmond, VA
By the end of this session, participants will be able to:
- Discuss the benefits and types of deep listening
- Practice active, reflective, empathic listening

1:00 KEYNOTE ADDRESS
Court End Ballroom
Rethinking Communication: Practices and Philosophies that Advance Cooperation and Connection
Susanna Wu-Pong Calvert, M.A.P.P., Ph.D.
By the end of this session, participants will be able to:
- Identify major communication obstacles and opportunities.
- Discuss the importance of effective listening and self-awareness.
- Practice effective listening skills.

2:00 WISDM Professional Achievement Awards
Court End Ballroom
Moderator: Rita Shiang
- VCU School of Medicine
- VCU School of Dentistry

Special Recognition of Support and Sponsorship:
David Chelmow, M.D., Interim Dean, VCU School of Medicine and Interim Executive Vice President for Medical Affairs, VCU Health System, and Professor of Obstetrics and Gynecology
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
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 WORKSHOPS

A. **Effective Negotiation: Know your Worth, Value, and Skills**
   Court End Ballroom
   Megan Hollis, Associate Director, Health Sciences Career Advising, VCU Career Services

   *By the end of this session, participants will be able to:*
   - Reflect on and identify their unique skills.
   - Identify their values and translate that to worth.
   - List tips for asking for what they want in a job, including salary and other negotiable items.

B. **Stepping in 4 Respect**
   Jackson Ward A
   Kirsten A. Olsen, LPN, M.Ed
   Pregnancy and Parenting Partnership Program Manager, Obstetrics and Gynecology, VCU SOM

   *By the end of this session, participants will be able to:*
   - Explain the rationale behind the Stepping in 4 Respect change strategy for VCU.
   - Discuss the concept and practicalities of bystander interventions.
   - Recognize situations where intervention is necessary and be able to utilize disruptor tools like Back Pocket phrases or Interrupting Microaggressions.

C. **Creating Space for Difficult Conversations**
   Jackson Ward B
   Lisa Webb, Ed.D., CRC, Assistant Vice President of Faculty Development, Recruitment and Retention, Office of the Senior Vice President for Health Sciences

   *By the end of this session, participants will be able to:*
   - Describe what makes conversations difficult.
   - Recognize new strategies for handling difficult conversations effectively.
   - Identify practices to create space for conflict.

3:45 Refresher Break

4:00 **Spotlight Session**

**Create a High-Performing Team Using Work Styles and Personality**
Court End Ballroom

Types
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

High performing teams, committees, and collaborators are often comprised of diverse perspectives and work styles. In this session we’ll explore four different personality work styles and discuss how recognizing them can improve effectiveness and satisfaction.

*By the end of this session, participants will be able to:*
- Identify their personality type and the types of others.
- Understand how their personality type impacts their working style.
- Develop strategies for recognizing and working with other personality types.

5:00 Conference adjourns