



## ELAM Alumnae Professional Development Program

### Rising to the Challenge – Leadership Amidst Change Schedule of Events

Friday, March 31, 2023

Worcester Art Museum 55 Salisbury Street, Worcester, MA	
6:00p-9:00p	A Night of Networking <ul style="list-style-type: none"><li>- Reception and passed champagne</li><li>- Docent led art museum tours</li><li>- Piano accompaniment</li></ul>

Saturday, April 1, 2023

University of Massachusetts Chan Medical School University Campus 55 Lake Avenue North, Worcester, MA	
7:00a-8:00a	Conference Registration
7:00a-8:00a	Breakfast and Networking
8:00a-8:30a	<b>Welcome and Opening</b>  <b>Tiffany A. Moore Simas, MD, MPH, MEd, FACOG (ELAM 2020)</b> Donna M. and Robert J. Manning Chair in Obstetrics and Gynecology Chair, Department of Obstetrics & Gynecology Professor, Obstetrics & Gynecology, Pediatrics, Psychiatry, and Population & Quantitative Health Sciences University of Massachusetts Chan Medical School

	<p><b>Terence R. Flotte, MD</b> Celia and Isaac Haidak Professor Dean, Provost &amp; Executive Deputy Chancellor University of Massachusetts Chan Medical School</p> <p><b>Nancy D. Spector, MD (ELAM 2010)</b> Professor of Pediatrics Betty A. Cohen Chair in Women's Health Senior Vice Dean for Faculty Executive Director, Lynn Yeakel Institute for Women's Health and Leadership (IWHL) Executive Director, Executive Leadership in Academic Medicine® (ELAM) and Executive Leadership in Health Care (ELH) Drexel University College of Medicine</p>
8:30a-9:30a (1h)	<p><b><i>Leading Change in a Time of Crisis: Reflections of a Pandemic Dean</i></b></p> <p><b>Archana Chatterjee, MD, PhD (ELAM 2008)</b> Dean, Chicago Medical School Vice President for Medical Affairs, Rosalind Franklin University of Medicine and Science</p> <p><b>Description:</b> The pandemic has been an abject lesson in crisis leadership, taxing the skills of highly experienced leaders in many fields. It has been said that "A ship does not need a captain when the sea is calm" i.e. leaders show their mettle during crises. Even for seasoned leaders, it is difficult to lead change during a time of crisis. This session is designed to explore the skills, qualities, attitudes, and experiences that best prepare leaders to succeed in leading change at their institutions during a crisis, using the personal lens of a medical school dean.</p> <p><b>Objectives:</b> At the conclusion of this session, participants will be able to:</p> <ul style="list-style-type: none"> <li>• Describe the components of effective crisis leadership</li> <li>• Discuss leading change in a time of crisis</li> <li>• Explore leadership lessons learned during a pandemic</li> </ul>
9:30a-9:45a	Break
9:45a-10:45a (1h)	<p><b><i>The 3 Pillars of Effective Leadership</i></b></p> <p><b>Debra A. Schwinn, MD (ELAM 1999)</b> President, Palm Beach Atlantic University, West Palm Beach, FL Emeritus Professor and past Dean, Carver College of Medicine, University of Iowa</p> <p><b>Description:</b> Effective leadership is different from positional power and can be represented through 3 pillars. Most of us strive throughout our careers to be outstanding physicians and scientists, so <u>skill proficiency</u> is the first required pillar of leadership. Various aspects of emotional intelligence are also important as it allows us to successfully manage, mentor, and identify/sway key influencers in an organization; hence <u>social competence</u> is the second pillar of leadership. A far less discussed third pillar of leadership is <u>self-mastery</u>, where self-awareness, embodied calm/resilience, adaptability, and compassion are often learned through crucible times in life; self-mastery is the most important pillar of effective leadership. It is the blending of skill proficiency, social competence, and self-</p>

	<p>mastery into a triple braided rope that gives a leader strength to lead an organization positively and effectively into the future.</p> <p><b>Objectives:</b></p> <p>At the conclusion of this session, participants will be able to:</p> <ul style="list-style-type: none"> <li>• Identify the 3 pillars of effective leadership</li> <li>• Take an inventory of one's own existing strengths in each of the pillars of leadership described</li> <li>• Identify gap areas where personal growth is needed in each of the pillars of leadership described</li> <li>• Identify an opportunity that would provide experience needed to fill in one identified gap area</li> </ul>
10:45a-11:45a	<p><b><i>Leading Academic Medical Centers after the Dobbs Decision</i></b></p> <p><b>Lisa H. Harris, MD, PhD</b>  F. Wallace and Janet Jeffries Collegiate Professor of Reproductive Health  Professor, Obstetrics and Gynecology  Professor, Women's and Gender Studies  Director, Health Sciences Scholars Program  University of Michigan  <a href="mailto:lharris@med.umich.edu">lharris@med.umich.edu</a></p>
11:45p-12:00p	Group Picture & Transit to Lunch
12:00p-1:15p	<b><i>Lunch and Networking</i></b>
1:15a-2:45p (1.5)	<p><b><i>Leading Change in Pursuit of Diversity, Equity, Inclusion, and Belonging (Theory to Action)</i></b></p> <p><b>Crista Johnson-Agbakwu, MD, MSc, FACOG</b>  Executive Director, Collaborative in Health Equity  Office of Health Equity  Professor, Obstetrics &amp; Gynecology and Population &amp; Quantitative Health Sciences  University of Massachusetts T.H. Chan Medical School/UMass Memorial Health  <a href="mailto:CristaJohnsonMD@gmail.com">CristaJohnsonMD@gmail.com</a></p> <p><b>Marlina Duncan, EdD</b>  Vice Chancellor for Diversity and Inclusion  University of Massachusetts Chan Medical School  <a href="mailto:Marlina.Duncan@umassmed.edu">Marlina.Duncan@umassmed.edu</a></p> <p><b>Description:</b>  Racism has been declared a public health crisis in the United States. The confluence of events in recent years, namely the racial reckoning after the murder of George Floyd, only further compounded by sociopolitical upheaval and the enduring COVID-19 pandemic has laid bare the profound health inequities disproportionately affecting minoritized communities. Equipping health care institutions to be able to confront the myriad challenges in advancing equity in care and outcomes, necessitates a radical paradigm shift that centers those communities most marginalized and historically oppressed. Pathways of accountability must be fortified which embed equity throughout all aspects of clinical care, training and education, community engagement, research,</p>

	<p>innovation, and policy while nurturing and sustaining trust, building community alliances, and sharing power. Embracing our collective humanity is foundational to fostering truth, reconciliation, racial healing, and transformation.</p> <p><b>Objectives:</b> At the conclusion of this session, participants will be able to:</p> <ul style="list-style-type: none"> <li>• <b>EXPLAIN</b> the existential crisis facing the United States as we grapple with pervasive racism, discrimination, and bias which are undergirded by sociopolitical determinants of health and continue to exact harm upon historically oppressed and marginalized communities of color. Health care systems are consequently challenged in the delivery of high quality, linguistically inclusive, culturally competent care.</li> <li>• <b>DESCRIBE</b> evidence-based theoretical constructs, including the American Medical Association (AMA)'s strategic approach, which illuminates pathways of accountability to embed racial justice in advancing health equity.</li> <li>• <b>IDENTIFY</b> best practice strategies, highlighting local efforts, and actionable steps towards advancing diversity, equity, inclusion, and belonging that nurtures a culture of inclusive excellence by amplifying increased representation among learners, staff, and faculty of color, while promoting the healing, health, and wellness of minoritized communities.</li> </ul>
2:45p-3:00p	Break
3:00p-4:30p (1.5 hour)	<p><i><b>How will YOU Define The Next Chapter of Your Life?</b></i></p> <p><b>Luanne Thorndyke, MD (ELAM 2002)</b> Professor of Medicine, UMass Chan School of Medicine Independent Consultant, Coach, Speaker</p> <p><b>Description:</b> The pandemic has accelerated the exodus of many in healthcare and academic medicine, and stimulated reflection among those who remain, particularly those who are in senior leadership roles. How long do I want to remain in this position? When is the right time to move on to the next chapter? What do I seek in the next phase? This session will explore these questions and promote reflection and discussion related to the rationale and timing of professional transitions, professional and life goals, and the taboo topic of retirement.</p> <p><b>Objectives:</b> At the conclusion of this session, participants will be able to:</p> <ul style="list-style-type: none"> <li>• Describe changing societal and cultural expectations regarding pre-retirement and retirement</li> <li>• Discuss your professional and life goals and aspirations</li> <li>• Reflect upon and explore choices and opportunities for the future</li> </ul>
4:30p-5:00p	<i><b>Closing</b></i>