

## Conference Directors



**Rashi Aggarwal, MD**, is Assistant Professor, Department of Psychiatry, and Associate Program Director, Psychiatry Residency Training Program at Rutgers New Jersey Medical School in Newark, New Jersey. Dr. Aggarwal is an active researcher in the fields of stigma and discrimination, empathy and IMG education, training and acculturation, and has published extensively in these fields.



**Petros Levounis, MD, MA**, is Chair of the Department of Psychiatry at Rutgers New Jersey Medical School and Chief of Service at University Hospital in Newark, New Jersey. Dr. Levounis has published several books on mental health and addiction topics including the popular self-help paperback: "Sober Siblings: How to Help Your Alcoholic Brother or Sister-and Not Lose Yourself."



**Anne C. Mosenthal, MD, FACS** is Professor and Chair of the Department of Surgery at Rutgers New Jersey Medical School in Newark, New Jersey. Dr. Mosenthal was the 2011-2012 fellow in Executive Leadership in Academic Medicine (ELAM) program.

## Faculty



**Melissa Arbuckle, MD, PhD**, is the Associate Director of Resident Education in the Department of Psychiatry at Columbia University Medical School and the New York State Psychiatric Institute. She has given numerous national workshops on faculty development for clinician educators, covering topics such as time management, setting career goals, obtaining mentorship, and developing negotiation skills.



**Carol A. Bernstein, MD**, is Associate Professor of Psychiatry, Vice Chair for Education and Director of Residency Training in Psychiatry at the NYU School of Medicine. Dr. Bernstein was past President of the American Psychiatric Association. From 2001-2011, Dr. Bernstein also served as the Associate Dean for Graduate Medical Education and the Designated Institutional Official for ACGME accredited training programs at NYU. Dr. Bernstein is currently a member of the Board of Directors of the ACGME.



**Phoebe A. Haddon, JD, LL.M.**, is Chancellor of Rutgers University-Camden, where she leads an institution of more than 6,500 students enrolled in 39 undergraduate and 28 graduate programs, including several terminal degree programs. Recently classified as a Carnegie Community engagement institution, Rutgers-Camden offers personalized and transformative student experiences and has a world-class Rutgers research faculty. Most recently, Chancellor Haddon served as Dean of the University of Maryland Francis King Carey School of Law.



**Madhu Mazumdar, PhD**, is the Director of the Institute for Healthcare Delivery Science at the Mount Sinai Health System and is a Professor of Biostatistics at the Center of Biostatistics, Department of Population Health Science and Policy at the Icahn School of Medicine at Mount Sinai in New York, NY. She is also an ELAM fellow and has worked on the issues of gender variations in faculty satisfaction and faculty appointment negotiations.



**Denise V. Rodgers, MD**, is the Hunterdon Endowed Chair in Interprofessional Education, Vice Chancellor for Interprofessional Programs, Rutgers Biomedical and Health Sciences; Professor of Family and Community Medicine, Robert Wood Johnson Medical School; and Director, Rutgers Urban Health and Wellness Institute. Dr. Rodgers also served as the fifth and final President of UMDNJ.

**RUTGERS**

Department of Psychiatry - New Jersey Medical School  
Rutgers, The State University of New Jersey  
Behavioral Health Sciences Building, Room F-1440  
183 South Orange Avenue  
Newark, NJ 07103

## Gender & Leadership

**Location:** Rutgers New Jersey Medical School  
Medical Sciences Building, Room B-552  
185 South Orange Avenue, Newark, NJ 07103

**Parking:** On-campus parking is available at a daily rate of \$7.50 at the P2 Parking Deck on the corner of South Orange Ave. and Bergen St.

**Directions:** Directions to the New Jersey Medical School campus can be found at [njms.rutgers.edu/about\\_njms/directions.cfm](http://njms.rutgers.edu/about_njms/directions.cfm)

**Co-Provided by:** Rutgers New Jersey Medical School, Departments of Psychiatry and Surgery, Rutgers University Behavioral Health Care, and Center for Continuing and Outreach Education at Rutgers Biomedical and Health Sciences

The Departments of Psychiatry and Surgery at Rutgers New Jersey Medical School present a CME/CE Activity

# Gender & Leadership Conference



Friday, May 1, 2015

7:45 am - 3:45 pm

**RUTGERS**

New Jersey Medical School

[NJMS.Rutgers.edu/Psychiatry](http://NJMS.Rutgers.edu/Psychiatry)  
[NJMS.Rutgers.edu/Departments/Surgery](http://NJMS.Rutgers.edu/Departments/Surgery)



Dear Colleague,

We are very excited to announce the Conference on Gender and Leadership sponsored by the Departments of Psychiatry and Surgery, Rutgers New Jersey Medical School.

The last few decades have seen an increase in the total number of women in health care. Despite their increasing numbers, women are underrepresented in leadership roles and face challenges in professional advancement. Multiple reasons have been proposed to explain this shortage of women in leadership roles. They include societal expectations - being able to juggle a demanding leadership role while being the primary caregiver for their family. Furthermore, there is a scarcity of women role models in leaders' positions who successfully manage leadership roles and family lives.

During this conference, we hope to increase participants' awareness and comfort in discussing and addressing this issue. We will highlight the challenges faced by women in the field of healthcare during their career growth. We will have an open dialogue about personal experiences as they relate to these issues. We will address pathways to success in academic careers and in other leadership roles. A panel of academic leaders will discuss their own experiences and possible solutions in the workplace, and the practicum will engage the conference participants in interactive and "hands-on" exercises on negotiating skills.




When you attend the Gender and Leadership conference, you will:

- ✓ Review the latest research on women in medicine facing a "glass ceiling"
- ✓ Learn from inspirational women leaders about this topic
- ✓ Develop practical skills that can be readily applied to your professional lives
- ✓ Receive a complete set of the conference handout materials
- ✓ Earn Continuing Education credits for physicians, nurses, psychologists, social workers, and certified counselors
- ✓ Enjoy a delicious lunch and network with your colleagues

This activity is designed for physicians, nurses, psychologists, social workers, certified counselors, researchers, students, and trainees who are involved in and/or interested in the field of medicine.

We are looking forward to seeing you on May 1st !

Best Wishes,



  
 Rashi Aggarwal, MD      Petros Levounis, MD      Anne Mosenthal, MD

# AGENDA

7:45 am	Continental Breakfast / Registration	
8:30 am	Welcome	
8:45 am	<b>Leadership: Principal and Practice</b>	Anne C. Mosenthal, MD, FACS
9:00 am	<b>Finding Our Voices in the Face of Implicit Bias</b>	Phoebe A. Haddon, JD, LLM
10:00 am	Coffee Break	
10:30 am	<b>Practicum: "Negotiating Skills"</b>	Melissa Arbuckle, MD, PhD
12:00 pm	<b>Gender and Medicine: Where are We Now?</b>	Rashi Aggarwal, MD
12:30 pm	Lunch / Networking	
1:30 pm	<b>Gender and Leadership for the Next Generation</b>	Carol A. Bernstein, MD
2:30 pm	<b>Women and Leadership in Medicine: Where We Want to Be and How to Get There</b>	Madhu Mazumdar, PhD Anne C. Mosenthal, MD, FACS Denise V. Rodgers, MD Petros Levounis, MD, MA
3:30 pm	Closing Remarks	
3:45 pm	Adjourn	

## LEARNING OBJECTIVES:

- At the conclusion of this program, participants should be better able to:
1. Identify common challenges in the career paths of women in healthcare.
  2. Examine the role of implicit bias and the influence of gender on professional advancement.
  3. Discuss strategies to employ in order to overcome professional challenges faced by women in healthcare.

## METHOD OF PARTICIPATION:

In order to meet the learning objectives and receive continuing education credits, participants are expected to sign in at the registration desk, attend the entire program, and complete an online evaluation after the program. A letter certifying attendance and credit verification will be emailed to participants upon completion of the online evaluation survey.

## Questions?

For additional program information or if you require special arrangements to attend this activity, please contact Julia Dominguez at 973-972-5016 or by e-mail at [jld321@njms.rutgers.edu](mailto:jld321@njms.rutgers.edu)

For additional information on the registration process, please call 973-972-4267 or e-mail: [ccoe@ca.rutgers.edu](mailto:ccoe@ca.rutgers.edu).

All individuals who affect the content of continuing education activities are required to disclose to the audience any real or apparent conflict of interest related to the activity. The activity faculty are further required to disclose discussion of off-label/investigational uses in their presentations. These disclosures will be made to the audience at the time of the activity.

Rutgers reserves the right to modify the activity content, faculty and activities, and reserves the right to cancel this activity if necessary. If the activity is cancelled, liability is limited to the registration fee.

# GENERAL INFORMATION

## REGISTRATION:

General registration fee: \$95.  
Full-time Students, Interns, Residents and Fellows registration fee: \$50\*.

\*Registration must be accompanied by program director's letter confirming your full time trainee status. Please fax the letter to 973-972-3371.

The fee includes continental breakfast, lunch, refreshment break, handout materials and CME/CE credit/attendance letter. Registration will only be accepted through our secure online website through **April 28, 2015**. Payment may be made with MasterCard or Visa credit cards. We are sorry that we cannot accept American Express. Pre-registration is highly recommended. On-site registration will be based upon availability of space.

**To register, please visit: [NJMS.Rutgers.edu/Psychiatry](http://NJMS.Rutgers.edu/Psychiatry)**

Once registered, you will receive a confirmation and additional information to assist you with your plans to participate in the conference.

**Refund Policy:** A full refund, less a \$20 cancellation fee, will be granted if notice is received no later than **April 24, 2015**. Refunds will not be issued for cancellations received after April 24, 2015 and cannot be given for "no shows".

**How To Cancel:** Go to <http://ccoe.rbhs.rutgers.edu/portal>. Click "Login" and enter your email address and password. Select "Current Schedule" on the top menu, and select "Cancel Registration."

## ACCREDITATION:

**Physician:** Rutgers, The State University of New Jersey is accredited by the Accreditation Council for Continuing Medical Education to provide continuing education for physicians.

Rutgers, The State University of New Jersey designates this live activity for a maximum of 5.5 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**Nurse:** Rutgers University Behavioral Health Care is an approved provider of continuing nursing education by the New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission On Accreditation. P#204-7/012-15 (5.5 contact hours). Accredited status does not imply endorsement by Rutgers University Behavioral Health Care, NJSNA or ANCC of any commercial products or services.

**Psychologist:** Rutgers University Behavioral Health Care is approved by the American Psychological Association to sponsor continuing education for psychologists. Rutgers University Behavioral Health Care maintains responsibility for the program and its content. Provider# 1532. Instructional Level: Introductory. (6 CE Credits)

**Certified Counselor:** Rutgers University Behavioral Health Care is an NBCC Approved Continuing Education Provider (ACEP™) and a co-sponsor of this program. Rutgers University Behavioral Health Care may award NBCC approved clock hours for events or programs that meet NBCC requirements. The ACEP™ maintains responsibility for the content of this program. (6 clock hours). Approval Number 6198.

**Social Worker (The New Jersey Board of Social Work Examiners):** This program is approved for social work continuing education hours by Rutgers University Behavioral Health Care in accordance with New Jersey administrative code 13:44G and recognized by The New Jersey Board of Social Work Examiners. This program is approved for 7 general continuing education hours.

**Social Worker (Association of Social Workers Board):** Rutgers University Behavioral Health Care, provider #1173, is approved as a provider for social work continuing education by the Association of Social Work Boards (ASWB) [www.aswb.org](http://www.aswb.org), through the Approved Continuing Education (ACE) program from August 10, 2012 to August 10, 2015. Rutgers University Behavioral Health Care maintains responsibility for the program. Social workers participating in this course will receive 6 continuing education clock hours. Targeted social work practice level: Beginning.

**All Social Workers Please Note:** Social Workers must be prepared to write in their Social Work license/certification/registration number and license jurisdiction on the sign in sheet. Please be sure to bring this information with you to the training. Check with your state board to ensure ACE credits are accepted.