

Women's Leadership Development Workshop  
Saturday October 29, 2016  
Auburn University College of Veterinary Medicine

**Purpose:**

The purpose of this workshop is to generate discussion and raise awareness regarding the challenges women face when seeking leadership roles. Furthermore, this conference seeks to highlight solutions for women to grow into leadership role and provide mentoring to others.

**Keynote Speaker:**

Dr. Stacy Pritt: Leadership: One Size Does Not Fit All

What constitutes leadership, how leadership skills can be developed, how people lead differently and learn to lead differently as well

**Moderators:**

Veterinary Student Track: Cheryl Lawson

Graduate Student track: Melissa Singletary

Faculty Track: Dawn Boothe

**Audiences:**

Veterinary Student Track: Auburn CVM, Tuskegee CVM

Graduate Student Track: CVM and Main Campus STEM graduate students

Faculty track: Auburn CVM, Tuskegee CVM, Main campus, veterinarians

# Schedule

	Veterinary Student	Graduate Student	Faculty/ Veterinarian
7-8 a.m.	Registration		
8-8:30 a.m.	Keynote: Leadership: One Size Does Not Fit All		
8:30-9:30 a.m.	Leadership Gap	Your first academic position	Boosting up: Mentoring, Sponsoring or Coaching
9:30-10:30 a.m.	Compensation Gap	Compensation Gap	Creating an organized mentoring program
10:30-11:30 a.m.	The Perfection Complexion and How to Get Over it Panel Discussion		Mentoring is for everyone!
11:30- 1 p.m.	Lunch and Round Tables	Lunch and Round Tables	Lunch and Round Tables
1-2 p.m.	Creating a circle of mentors	Creating a Circle of Mentors	Being part of a circle of Mentors
2-3 p.m.	Diversity in Veterinary Medicine	Climbing the Academic Ladder	Diversity in Veterinary Medicine
3-4 p.m.	Round Table: Managing your career	Round Table: Managing your career	Learning leadership skills via your local VMA
4-5 p.m.	Wrap-up Session	Wrap-up Session	Wrap-up Session

## Tracks:

Three tracks will be offered, each focusing on a different professional path. Commonalities in challenges are represented in all tracks.

## **Veterinary Medical Students Track**

Upon graduation, female veterinary students face a wage gap as highlighted recently by the AVMA. This track will focus on potential reasons and resolutions for this gap in the environment of private practice.

1. Title: Leadership Gap

Speaker: Julie Kumble

Outcome: Learn about the prevailing issues in veterinary medicine, including the leadership gap for women

2. Title: Compensation Gap

Speaker: Julie Kumble

Outcome: Highlight the ongoing discussion about the compensation gap including making all students and faculty aware of the gap to help guide negotiations and mentoring students about wage negotiation.

3. Title: The Perfection Complexion and How to Get Over It

Speaker (Round Table Discussion): Dr. Julie Kumble, Ebony Gilbreath, Melissa Baumann

Outcome: Identify the "perfection complex" as a student and how to overcome self-limiting beliefs and behaviors now and in the future

4. Title: Creating a Circle of Mentors

Speaker: (Round Table Discussion) Margaret Farrell, Brandi Brunson, Julie Kumble

Outcome: Understand the importance of mentors in their careers and how to identify, approach and develop successful relationships with mentors.

5. Title: Diversity

Speaker: Dr. Rachel Cezar

Outcome: Embracing the need to seek mentors outside your comfort zone, recognizing and accepting different cultures and methods of mentoring.

6. Round Table Discussion: Managing your career

Speaker: Dr. Rachel Cezar, Margaret Farrell, Brandi Brunson

## **Graduate Student Track**

Women continue to lag behind in certain STEM fields. This workshop seeks to inform the graduate student about searching for a career and negotiating an employment contract. Additionally, this workshop discuss the need to surround yourself with a circle of mentors to help guide you.

1. Title: Your First Academic Position

Speaker: Bonnie Wilson

Outcome: Looking for your first position, negotiating salary and creating a 5 year goal plan

2. Title: Negotiation your first employment contract

Speaker: Bonnie Wilson

Outcome: Highlight the discrepancy in compensation, discuss wage negotiations and being aware of the starting salary of the institution.

3. Title: The Perfection Complexion and How to Get Over It

Speaker (Round Table Discussion): Dr. Julie Kumble, Melissa Baumann

Outcome: Identify the "perfection complex" as a student and how to overcome self-limiting beliefs and behaviors now and in the future

4. Title: Creating a Circle of Mentors

Speaker: Round table Discussion: Emily Graff, Vinicia Biancardi, Melissa Baumann

Outcome: Discuss with researchers how to approach mentors, how have mentors shaped their life. Understand the importance of mentors in their careers and how to identify, approach and develop successful relationships with mentors.

5. Title: Climbing the Academic Ladder

Speaker: Bonnie Wilson

Outcome: Discuss the academic tiers present at Auburn University and how to navigate and continue to progress in career.

6. Managing your career (Roundtable)

Speaker: Emily Graff, Vinicia Biancardi

Outcome: Discussing choices of career, managing the demands, pitfalls

## **Faculty/Staff Track**

Once within the career ladder, faculty and veterinarians find themselves in both the roles of both mentor and mentee. This track focuses on developing a mentoring circle for oneself while also providing mentoring to another.

1. Title: Support techniques: Mentoring, Sponsoring or Coaching

Speaker: Stacy Pritt

Outcome: Discuss the different techniques to help promote a younger colleague. Determining the best technique in a given situation.

2. Title: Creating a formal mentoring program

Speaker: Lorrie Gaschen

Outcome: Discuss the implementation of a formal mentoring program at LSU

3. Title: Being part of a Circle of Mentors

Speaker: Round Table Lorrie Gaschen, Anne Woolridge, Ebony Gilbreath

Outcome: Understand the importance of mentors, how to approach being a mentor. Techniques and pitfalls from being a mentor.

4. Title: Mentoring is for everyone!

Speaker: Lorrie Gaschen

Outcome: Discuss how not only to be a mentor, but how to be mentored. This session will discuss developing a personal board of directors, the power of giving back to your community through mentoring and how to deliver and accept feedback from your board of directors to be successful in your career path and transitioning to your next big opportunity

5. Title: Learning leadership skills via your local VMA

Speaker: Stacy Pritt

Outcome: Discuss the resources available via local VMA as well as AVMA.

## Biographies

### Dr. Stacy Pritt DVM, MS, MBA, CPIA, DACAW

#### Vice-President, AVMA

Dr. Stacy Pritt became active in gender and diversity issues while in veterinary school. During her time at Washington State University, she worked with the university's department of Human Resources on a variety of projects, including serving on the Commission for the Status of Women. During her fourth year, she was named one of the 50 campus-wide Student Ambassadors for Diversity. She served as the veterinary school's representative to the Graduate and Professional Student Association and in that capacity was named a member to the five-year performance review committee for the Dean of the College of Veterinary Medicine. For this work she was awarded the President's Student Leadership and Service Award.

As a student Dr. Pritt was active in a student chapter of the Association for Women Veterinarians. As a post-graduate veterinarian, she served as President of the Association for Women Veterinarians Foundation (AWVF).

In 2013, along with nine other motivated leaders, she co-founded the Women's Veterinary Leadership Development Initiative. The Initiative seeks to support women in achieving leadership, policy, and decision-making positions within all areas of professional veterinary activity. She currently serves as President of the group which in 2014 became a 501(c)3 non-profit association.

Dr. Pritt exemplifies how to be active within organized veterinary medicine. In 2012, she completed a six-year term on the AVMA Legislative Advisory Committee (LAC) where she visited with many federal legislative offices in Washington DC to promote veterinary medicine. After serving on the AVMA's 20/20 Commission, she then served on the AVMA's Governance and Membership Participation Task Force. She recently finished her tenure as the Support Activities Section Manager for the AVMA Convention and Meeting Planning Committee. Previously she coordinated gender and diversity programming for the AVMA Convention. From 2009-2013, she served as the Alternate Delegate to the House of Delegates for the American Society of Laboratory Animal Practitioners (ASLAP). In 2013, she started her term as Delegate. She also served as the Chair of the Allied Caucus, an informal gathering of the allied organizations within

the HOD, from 2011-2015. She has held numerous leadership positions in other association including serving as President of the Laboratory Animal Welfare Training Exchange (LAWTE) and Chair of three different committees for the American Association for Laboratory Animal Science (AALAS). As of August 9th, she is the AVMA Vice-President and

Upon graduation from veterinary school in 1997, she spent three and a half years in private practice. Since then, her career has included numerous leadership positions in industry and academia. Professionally, she has focused on animal welfare and regulatory compliance along with the clinical care of guinea pigs and rabbits. She has numerous publications on all of these topics. In 2009, she became a Certified Professional Institutional Animal Care and Use Committee (IACUC) Administrator and, in 2013, she became a charter diplomate by examination of the American College of Animal Welfare (ACAW) and current serves as the Credentialing Committee Chair. Currently she is the Director of the Institutional Animal Care and Use Committee at the University of Texas Southwestern Medical Center in Dallas. As Director, she is responsible for the regulatory oversight of basic research in one of the largest programs in the United States. She also consults for other IACUCs across the country and is recognized as an expert in the field.

She earned her Masters of Business Administration (MBA) and Masters of Science (MS) in Managerial Science online after graduating from veterinary school. These degrees have given Dr. Pritt a high level view of what veterinarians need to personally work on to become successful in any career path. When mentoring veterinarians and speaking to audiences about professional development, she focuses on how to effectively navigate career changes and how to gain the skills necessary for success. She also speaks regularly on gender expectations and bias in leadership and management.

To recognize her contributions to the AWVF, Dr. Pritt was presented with the Judith Spurling Blue Ribbon Award in 2011. She was awarded the TurnKey Facility Leader of the Year Award in 2012. In 2015, she received both the Ron Orta Memorial Award for the outstanding presentation at the Laboratory Animal Management Association Convention and the Founders' Award for outstanding training in laboratory animal science and regulatory compliance by the Laboratory Animal Welfare Training Exchange. Later this year she will be awarded AALAS' George Collins Award to recognize outstanding contributions in the field of laboratory animal training.

Dr. Pritt currently resides outside of Dallas, Texas, and works as the Director of the IACUC at the University of Texas Southwestern Medical Center. Her husband is also in the biomedical research field and they share their home with two cats and a geriatric chinchilla.

### Julie Kumble, M.Ed.

#### Consultant in Women's Leadership

Julie Kumble is a researcher, writer and director in women's leadership. Most recently at

the Women's Fund of Western Massachusetts, a public philanthropic foundation that supports and advances women, she served as the foundation's interim director as well as the founding director of a leadership training program called the Leadership Institute for Political and Public Impact. Julie writes and presents on gender issues in politics and professions to international audiences and students at Smith College, Mt. Holyoke College, the Women's Funding Network, and the Institute for Training and Development, among others. She has been a U.S. State Department Fellow, recipient of the International Women's Day award from the Amherst League of Women Voters, grantee of the Foundation for Motivated Women, and U.S. Peace Corps volunteer.

In veterinary medicine, she has written numerous articles on women's leadership and has offered seminars at veterinary colleges at Cornell University, Iowa State University, Virginia Maryland, Purdue University, Louisiana State University and others as well as the Association of American Veterinary Medical Colleges, American Veterinary Medical Association, SAVMA Symposium, NAVC Conference and Western Veterinary Conference. She is a founding director of the Women's Veterinary Leadership Development Initiative, and developed a course on women's leadership in veterinary medicine, debuted in March 2014 at Cornell and subsequently offered at other veterinary colleges. She co-authored a book with Cornell University Dean Emeritus Dr. Donald Smith on women's leadership in veterinary medicine called *Leaders of the Pack*, published by Purdue University Press and due out in early 2017.

### Rachel Cezar, DVM

#### President Elect of the Women's Veterinary Leadership Development Initiative

Dr. Rachel Cezar is currently director of Live Animal Imports for United States Department of Agriculture (USDA) Animal Plant Health Inspection Services (APHIS) Veterinary Services. She has recently taken on this role in April 2016. Previously, she served as a Supervisory Veterinary Medical Officer and National Coordinator for the USDA Horse Protection Program. In this position, she led multiple veterinarians and animal care inspectors responsible for enforcing the Horse Protection Act to eliminate "soring," an illegal training practice designed to make a horse perform an exaggerated unnatural gait; one technique involves applying caustic painful chemicals to the horses' legs. Dr Cezar was in this position since 2007. From 2004 to 2007, she began her service in the federal government as a Veterinary Medical Officer for USDA APHIS Veterinary Services in Michigan coordinating the Chronic Wasting Disease Surveillance, Scrapie Surveillance and Wild Horse Burro Compliance Programs.

She received her Doctorate of Veterinary Medicine in 2002 from Michigan State University. Prior to beginning her career in the federal government in 2004, Dr Cezar worked in equine veterinary hospitals in Dubai, United Arab Emirates and Lexington, KY. She has also served as a Public Health Officer in the Air National Guard in Fort Wayne, IN and Andrews Air Force Base in

Washington, DC from 2006-2012 and currently still holds her Major officer status in the inactive ready reserves.

Dr Cezar is very engaged in organized veterinary medicine and diversity initiatives in which she currently serves as President-Elect of the Women's Veterinary Leadership Development Initiative (WVLDI), serves as an USDA agency representative for National Association of Federal Veterinarians (NAFV), sits on the American Veterinary Medical Association (AVMA) House of Delegates for District of Columbia Veterinary Medical Association (DCVMA) and chairs the Leadership Development Committee for the American Association of Equine Practitioners (AAEP).

### Lorrie Gaschen PhD, DVM, DECVDI

#### LSU Associate Dean for Diversity and Faculty Affairs

Lorrie Gaschen received her DVM from the University of Florida, was in private practice in Florida for two years after which time she did a diagnostic imaging residency at the University of Bern in Switzerland and became a diplomat of the European College of Veterinary Diagnostic Imaging. She received her PhD in renal transplant imaging in animal models at the University Medical School in Utrecht then returned to the University of Bern where she became an associate professor. Her major research interests are in gastrointestinal ultrasound and vascular imaging as well as MRI. Currently, she is full professor and section chief at the Louisiana State University, Section of Diagnostic Imaging as well as being the Associate Dean for Diversity and Faculty Affairs. She has authored numerous publications and book chapters mainly in the field of ultrasound, vascular and gastrointestinal imaging where she has done the majority of her research and is a frequent national and international lecturer. Lorrie is a graduate of the AAVMC leadership academy and is currently directing new initiatives in diversity, inclusivity and women's leadership at the LSU School of Veterinary Medicine for faculty, students and staff through a series of seminars and workshops. Lorrie is also a member of the board of directors of the Women's Veterinary Leadership Development Initiative.