

Q&A: Navigating My Career Path

Panelists will discuss how their career has progressed, and what skills they believe are important to success.

Professional Student Panelists:

Nursing: Constance Hendricks

Veterinary: Amanda Taylor

Pharmacology: Kelly Hester

Medicine: Kerri Hensarling

Graduate Student Panelists:

Nancy Merner

Jessica Kelly

Deepa Bedi

Women's Leadership Development Workshop



AUBURN
UNIVERSITY

College of Veterinary Medicine
School of Nursing
School of Pharmacy
Department of Clinical Sciences
Department of Pathobiology
Department of Anatomy,
Physiology, and Pharmacology
Office of Inclusion
and Diversity –Women in
Science and Engineering

Saturday, October 14, 2017

8:00 a.m. – 4:00 p.m.

Room 255 (Junior Classroom)

Veterinary Education Center



AUBURN UNIVERSITY
COLLEGE OF
VETERINARY MEDICINE

Women's Leadership Development Workshop

ONE HEALTH: MANY LEADERS
OCTOBER 14, 2017



AUBURN UNIVERSITY
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Time:

7:30-8:00am	Registration			
8:00-8:55am	The Hidden Curriculum Betsy Charles (VEC 255)			
9:00-9:55am	Tract: Location: Moderator:	Faculty VEC Seth Oster Improving the System I Betsy Charles	Graduate/Professional Student VEC Ebony Gilbreath Networking: An Art and a Science Isaiah Hankel	
10:00-10:30am	BREAK (Sponsored by VCOM)			
10:30-11:25am		Improving the System II Betsy Charles	Imposter Syndrome: Creating a Culture That Supports Each Other Isaiah Hankel	
11:30-12:20pm	Courageous Leadership Betsy Charles (VEC 255)			
12:20-1:15pm	LUNCH			
1:15-2:05pm	Tract: Location: Moderator:	Faculty VEC Seth Oster	Graduate Student VEC Stephanie Ostrowski	Professional Student VEC Ebony Gilbreath
2:15-3:00pm	Q&A:	My Leadership Path Identifying Opportunities to Improve My Leadership Skills	How Did I Get My Job Navigating My Career Path	How Did I Get My Job Navigating My Career Path
3:10-4:00pm		Work-Life Balance Maria Witte	Negotiating: How to Confidently Negotiate Your Starting Salary and Other Benefits Isaiah Hankel	
4:00-4:15pm	Closing Remarks Marike Visser (VEC 255)			

Graduate/Professional Student Track Networking: An Art and Science

This section is created based on the networking strategies of some of the most strategic networkers in the world and also addresses the science of building rapport and why rapport skills are important for the job seeking professional. While this topic tends to be popular, it seems people are still not using the art of networking and thus we have detailed specific action steps job seekers can take, and specific scripts to use while networking.

Imposter Syndrome: Creating a Culture That Supports Each Other and Ourselves.

Everyone experiences imposter syndrome. We just express it in different ways and hide it in different ways. So if everyone experiences it, then creating a supportive culture in the workplace, is its antidote. Isaiah Hankel will discuss how to address this syndrome in ourselves first and how to create a professional culture that supports growth in others as well.

Negotiating: How to Confidently Negotiate Your Starting Salary and Other Benefits.

Most jobseekers don't negotiate compensation and benefit packages even though companies expect them to negotiate. We will describe how companies start negotiations long before the candidate realizes, to condition the candidate for a lower salary. We will demonstrate how to spot these negotiation techniques and then the order in which candidates should negotiate so that candidates can put themselves in a position of strength to negotiate on average, a 10-15% higher salary.

Q&A: How Did I Get My Job

Panelists will discuss how they got their first job, including job search, interviewing and wage negotiation.

Professional Student Panelists: Graduate Student Panelists:

Nursing: Constance Hendricks

Nancy Merner

Veterinary: Amanda Taylor

Jessica Kelly

Pharmacology: Kelly Hester

Deepa Bedi

Medicine: Kerri Hensarling

Faculty Track

Improving the System I & II

Objectives:

- Further explore the hidden system
- Create an environment for faculty to discuss the hidden curriculum and ideas to implement at various departments to promote positivity and innovation.

Q&A: My Leadership Path

Panel discussion with leaders across medicine, nursing, veterinary and pharmacy about the different leadership paths they have taken.

Panelists:

Nursing: Gregg Newschwander

Veterinary: Roslyn Casimir Whittington

Pharmacology: Lea Eiland

Medicine: Dori Helms

Q&A: Identifying Opportunities to Improve My Leadership Skills

Panel discussion with leaders across medicine, nursing, veterinary and pharmacy about identifying opportunities to improve leadership skills.

Panelists:

Nursing: Gregg Newschwander

Veterinary: Roslyn Casimir Whittington

Pharmacology: Lea Eiland

Medicine: Dori Helms

Work-Life Balance

Description: In this session, you will identify personal and professional roles, pinpoint priorities, and set goals. You will also learn about changing behaviors and attitudes to effectively manage time and balance your roles.

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Women's Leadership Development Workshop

Keynote Speakers

Betsy Charles

Elizabeth “Betsy” Charles, DVM, MA combines a wide variety of professional experiences with her love of veterinary medicine in order to help others be the best they can be. She believes we all have the capacity to be exceptional people of influence by learning the skills sets necessary to become effective communicators, relationship builders and boundary setters.

Dr. Charles holds a master's degree in Organization Leadership and pairs that expertise with veterinary medicine to help veterinary professionals understand how emotionally intelligent servant leaders can facilitate the development of high functioning organizations. She has presented on leadership topics at the state and national level in numerous venues including over half of the veterinary colleges in the U.S., numerous state VMAs, the AAEP national convention, NAVC, and the AVMA-VLC. She has served on the AVMA's Council on Communication, the AAEP's Leadership Development Committee and is just finishing her commitment on the AAEP's Student Programs Task Force.

Her master's thesis dealt with implementing change initiatives within veterinary practice. She is passionate about helping others understand that change, whether personal or professional, can be difficult but is necessary and exciting. She also believes that veterinary medicine in the 21st century requires new leadership models and strategies in order to thrive.

Currently, Dr. Charles is the Executive Director of the Veterinary Leadership Institute. When she takes a break from trying to make a positive difference for the profession, she enjoys spending time with her husband of 25 years, playing with her dogs, Shotzie and Dexter, riding her horse Lenny, reading, hiking, and learning how to cook.

Isaiah Hankel

Isaiah Hankel is a Ph.D. in Anatomy & Cell Biology and internationally recognized Fortune 500 consultant. He is an expert in the biotechnology industry and specializes in helping people transition into cutting-edge career tracks. Isaiah believes that if you feel stuck somewhere in your life right now, you should make a change. Don't sit still and wait for the world to tell you what to do. Start a new project. Build your own business. Take action. Experimentation is the best teacher.

Isaiah did his undergraduate work at Franklin & Marshall College in Pennsylvania and received his Ph.D. in Anatomy and Cell Biology from the University of Iowa. Since graduating, he has been advancing his career in cell biology and business coaching. In the last two years, Isaiah has given over 250 seminars in 20 different countries throughout Europe, New Zealand, Australia and North America.

Isaiah has worked with numerous leaders in the biotechnology industry, including Lilly Pharmaceuticals, Leinco Technologies, Orflo Technologies, Bio-Rad Laboratories, Cellerant Therapeutics, Miltenyi Biotec, McCord Research, Expert Cytometry, Tree Star, Amgen, Celgene, Ambrx, BD Biosciences, Baxter Bioscience, Pfizer, Roche, and Genentech. He has also presented at Harvard University, Stanford University, Oxford University, Cambridge University, Cancer Research UK, University of Amsterdam, German Cancer Research Center, Pasteur Institute, Curie Institute, St. Jude Children's Research Hospital, University of Tasmania, University of Sydney, University of Western Australia, and many other prestigious institutions.

Maria Witte

Maria Martinez Witte is a Professor within the **Department of Educational Foundations, Leadership, and Technology** at Auburn University. She received her B.A from the University of Maryland in 1989, MPA from the University of Oklahoma in 1990 and her Ed.D from the University of South Florida in 1999. Her academic areas of interest include analyzing effective content, context, and processes that enhance the teaching-learning environment, learning styles, and the assessment of learning. Her areas of interest also include developing and facilitating professional staff development and training.

Plenary Sessions:

Understanding the Hidden Curriculum in the Health Professions

Objectives:

- Define the hidden curriculum
- Explore the hidden curriculum and its role in creating a negative culture in the health professions
- Discuss the implications of the hidden curriculum as they relate to the health professions as faculty and students try to change the culture toward one of positivity and innovation
- Provide practical suggestions for how to overcome the negative consequences of the current hidden curriculum in the health professions and provide strategies for how to build a positive innovation centered hidden curriculum for the health professions

Courageous Leadership

Objectives

- Define leadership
- Dispel the primary myth associated with courageous leadership-vulnerability is weakness
- Explore practical application strategies of courageous leadership for the health professions from both a student and faculty perspective.