

National Women's History Month

Employee Spotlight

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What is your role and area of focus at Johns Hopkins?

I help to develop and implement the Johns Hopkins Medicine Enterprise Strategic Plan, support the Accountable Leaders in their roles over the Enterprise Pillars, and oversee the development and alignment of Entity Strategic Objectives and Clinical Director incentives. Basically, our team helps galvanize forward-thinking conversations to create focus around our envisioned future.

Who were your role models or key influences growing up?

My mother and grandmother. My mother because of her work ethic and her commitment to family and community. My grandmother because of her wit, sense of humor and stubbornness. I've learned from both immeasurably and surely wouldn't be who I am without either of their influence.

Who helped you pursue your career path?

I've had some really fabulous mentors along the way; including two of my professors from graduate school (Deirdre McCaughey and Tom Charles), who really pushed me to think differently and challenge what I was reading. In particular, they challenged me to understand both sides of every argument and to draw my own conclusions. That's really stuck with me and is extremely applicable to strategic planning. We're constantly asking why and trying to understand what we're ultimately trying to achieve.

What challenges did you face along the way?

I think a constant challenge is ensuring you're capitalizing on your strongest skills

and finding ways to continually challenge and grow your self.

What do you think are the most pressing issues that women face today?

Societally, there are still many challenges to overcome, including how women are portrayed in the media, the lack of income equality and the disproportionate representation in leadership positions. There was a quote from a documentary I recently saw called "Miss Representation" that really stuck with me: "It's hard to become what you can't see." For those who want to be a woman in leadership, it's crucial to see women in leadership.

I think great progress has been made in the last year and a half towards igniting a larger conversation about being seen and valued as equals. Women and men often have different strengths, but it's only when we combine our strengths and acknowledge the value of what we both bring to the table that we can truly reach our full potential.

I also think the lack of a nation-wide maternity/paternity policy is a huge issue. We're one of the only industrialized countries to not have this. Balancing a career and a family is a huge challenge that many women, and men, face.

Who are your historical or contemporary female heroes.

Susan B. Anthony – I'm always inspired by women who relentlessly follow their passion to bring justice and strive for equity in the world. In the present day, I am also a huge fan of Michelle Obama and her quest for higher education via the Reach Higher campaign.

What advice can you give other women pursuing health care leadership?

Look for a mentor *and* a sponsor. A mentor can just be for a phase of your career to help provide guidance on how to handle various issues. A sponsor is someone actively invested in your future who will advocate for you to be more visible and look for growth opportunities. It's important to have a support system - and pay it forward by helping to support others along their career journey.

