



The Emerging Women Leadership Program (EWLP) is a cohort program made up of 9 two-hour sessions, held from 8:30am -10:30am in the Welch Center at 2024 East Monument Street, Suite 2-1002. A continental breakfast will be served starting at 8:00am, and sessions start promptly at 8:30. The SOM Vice Dean for Faculty, the Office of Women in Science and Medicine, and the Office of Faculty Development are pleased to collaborate to offer the ninth annual Emerging Women Leadership Program.

Program Goals include to:

Develop JHUSOM female instructors and assistant professors who are less than four years at rank and encourage their movement into leadership roles.

Retain emerging female leaders by providing a cadre of peers with whom they may build collegial relationships that will encourage a sense of community throughout the school, and provide new opportunities that will lead to promotion and tenure.

Embrace values for diversity and inclusion, to create a learning community that will foster a climate of respect and support.

How to apply:

If you are willing to commit the time required to be a part of the ninth cohort group, please look for the application form and final brochure in September 2020. In order to receive the full value from this program, we ask that you be willing to participate fully, and attend at least 6 of the 9 sessions, interacting with your classmates to foster a supportive learning environment. There are no financial obligations to yourself, your division or department. As part of the program you will be assigned an advisor to follow you through the program.

Session topics include:

Understanding Yourself and Others: the Myers-Briggs Type Indicator – Kim Skarupski – **Thursday, February 18, 2021** - Based upon Jung’s theory of psychological type, the Myers-Briggs Type Indicator (MBTI) is a self-report questionnaire that identifies normal personality differences and preferences that each of us has. Understanding and appreciating these differences (or unique gifts) can be a valuable way to better communicate and collaborate in the workplace and in our personal lives. Practical concepts and exercises will be used in this session.

Building Resilience for Successful Academic Careers – Kim Skarupski – **Thursday, March 18, 2021** – The Hopkins 2005 Report on the Status of Women described the environment in the School of Medicine as sometimes “monastic”, so it is no surprise that women may occasionally feel like outsiders. The tension this dissonance creates may cause women to feel weary and unwelcome, even when things are going well. Building the skills of resilience is an important key to success in academic medicine. How adaptable are you, and can you be flexible in your approach to solving problems without stressing out or losing impulse control? Are you empathetic and able to build long lasting relationships? Are you self-aware and have a general mood of optimism, drive, and resilience? How can you build these important skills? Having a basic model of positive communication in mind can help you be more productive in every role, and help you build more positive relationships across your work group. This session offers some basic insight into how you can communicate more effectively and confront the issues that need to be confronted, while building and maintaining strong relationships.

Exploring our Core Values and who we are as Leaders to Promote Work Life Balance – Rachel Levine – **Thursday, April 29, 2021**– During this session, we will use a combination of reflective exercises, paired and whole group discussion to explore our core values around leadership and work-life balance. A framework for decision-making guided by core values will be presented. We will explore the relationship between work-life balance and career satisfaction and share strategies for promoting balance. Participants will practice writing their own “balanced bio sketch”.

Building Your Personal Work/Life Mission and Saying No – Jennifer Haythornthwaite - **Thursday, May 13, 2021** - Tantalizing offers come along every day, but not all opportunities are equally worthwhile when you are juggling multiple time demands. **Please come to this workshop with a draft of your personal work and life mission statement.** Strategize about what projects and opportunities you should say “Yes” to and which should get a resounding

“No” as you move forward in your career. Learn various methods for saying “No”, realizing that by saying “No” you are saying “Yes” other opportunities.

Promoting Yourself with Success and Good Grace – Kim Skarupski - **Thursday, June 17, 2021** -

Promoting your self is an art! Where is the cutting edge between telling the truth, marketing your personal mission, and finding the opportunities you deserve? This session will focus on the ways you can promote yourself and get ahead without going over the top or offending the people who taught you not to be too “proud”. Critical examples will highlight some common ‘do’s and don’ts. Dr. Skarupski will provide you with the tools to learn how to speak diplomatically and strategically about yourself and your accomplishments.

Best Practices for Mentors and Mentees – Jennifer Haythornthwaite - **Thursday, July 8, 2021** -

Most academicians are both mentees and mentors. This seminar provides best practices for gaining the maximum value in the mentee-mentor relationship. For mentees, the emphasis is on setting achievable goals and timelines, driving the agenda of meetings, effectively communicating needs, securing appropriate resources, and establishing and maximizing collaborations. For the mentor, the emphasis is on listening well with reflection, communicating and providing confirmative and corrective feedback, encouraging risk taking, and providing individualized guidance. Get the most out of being a mentee and mentor by attending this seminar.

Increasing Your Scholarly Productivity – Kim Skarupski– **Thursday, September 23, 2021** –

Do you suffer from paper paralysis? Have you ever been scooped by other investigators because you were late getting your paper published? Do you have papers in progress that are years old? Have grant reviewers commented that your biosketch is thin on publications? Are you worried about having an adequate number of publications to get promoted? Do you stare at the computer screen not knowing how to complete that manuscript? Scholarship is the currency of trade in academia; however, many of us struggle with our writing practice. Writing is hard work. We have trouble getting started, we spend too much time reviewing literature or running our analyses, our perfectionism prevents us from finishing, we have numerous competing demands on our time, we have issues with coauthors, we have trouble prioritizing our writing projects, and we engage in negative self-talk around our perceived writing inadequacies. It is time to address those issues and learn how to get those papers out the door! In this session, we will identify the various myths and barriers of writing, including the myth of the muse, the myth that there is no time, the myth that you are not ready to start writing, and the myth that you don’t know where to start. You will learn various approaches to overcome these and other

writing hurdles. You will leave the session having identified several strategies for increasing your writing productivity and establishing sustainable writing habits.

Negotiation for Women as Leaders at Hopkins – Janet Bickel, MA. -**Thursday, October 21, 2021**

- In this 3-hour session we will discuss the skills needed to optimize your negotiation for a successful career at Johns Hopkins. Come prepared to learn the strategies used to succeed as junior faculty women.

Closing Session: Leadership Panel – Facilitated by Barbara Fivush, MD – **Thursday, November 4, 2021**

– In the first ½ of the class we will learn how to develop a leadership brand from our leadership panel and work to create and communicate our vision. In the second half of the program, we will share the leadership lessons we have learned as a cohort.

This program is a collaboration of:

The Office of Women in Science and Medicine (OWISM) which was created in 2008 to increase representation of women in leadership roles, on high level SOM committees and other departmental and institutional decision making bodies. The office helps provide mentoring, educational and networking opportunities for all female faculty in the School of Medicine. The mission of the **Office of Faculty Development (OFD)** is to support the SOM faculty in achieving success and satisfaction at each stage of their careers in academic medicine. As part of that mission, the OFD organizes leadership and mentorship programs to support faculty in acquiring the knowledge, skills and experience needed for institutional, national and international leadership roles. The OFD also supports faculty equity and the interests of women faculty in increasing their presence, contribution and impact as leaders in the institution and within academic medicine.

Instructor Biographies

Janet Bickel, MA is a nationally recognized expert in faculty, career and leadership development with 40 years of experience in academic medicine and science. Over 120 academic health centers and 30 professional societies have invited her presentations and consultations. In addition to a wide-range of individual coaching clients, other organizational clients have included United American Nurses, US Department of Commerce, and US Department of Health and Human Services. She is an Adjunct Assistant Professor of Medical Education at George Washington University School of Medicine and has also taught Leadership and Innovation at the CIA and the National Reconnaissance Office.

Barbara Fivush, MD is the Director of the Office of Women in Science and Medicine and Associate Dean for Women. In this role she has worked to improve pathways to leadership and advancement for women faculty. Barbara is also a Professor of Pediatric Nephrology and has served on the faculty in Pediatrics at JHSOM since 1984.

Jennifer Haythornthwaite, PhD is a Professor of Psychiatry & Behavioral Sciences and a psychologist. She has completed a Provost Fellowship focused on faculty mentoring and has developed a mentoring skills development program for senior faculty. She actively mentors a range of faculty in medicine and psychiatry.

Rachel Levine MD, MPH is the Associate Dean for Faculty Educational Development and Associate Professor of Medicine in the Division of General Internal Medicine at the Johns Hopkins University School of Medicine. Dr. Levine completed her undergraduate and medical school degrees at McGill University in Montreal, Quebec, Canada followed by residency training in Internal Medicine at the Boston University Medical Center. She then completed a 3 year fellowship in General Internal Medicine at the Johns Hopkins Hospital with a focus on medical education. She received an MPH from the Johns Hopkins Bloomberg School of Public Health.

Kimberly A. Skarupski, PhD, MPH is the Associate Dean for Faculty Development in the Office of Faculty Development and an Associate Professor in Geriatric Medicine and Gerontology (SOM) and in Epidemiology (BSPH). Prior to joining Hopkins in April of 2013, she served for 7 years as the program director for the Rush Research & Teaching Mentoring Programs in the Office of Academic Affairs at Rush University Medical Center in Chicago, IL. Dr. Skarupski's faculty development interests are focused on leadership, mentoring, and small group dynamics (e.g., WAGs [Writing Accountability Groups]).

Contact Information

For detailed information about the nomination and selection process, as well as specific questions about the Emerging Women's Leadership Program please contact:

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For information about this program registration contact:

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