The Emerging Women’s 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 1 – 500, 1500Q. 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 sixth annual Emerging Women's Leadership Program.

Program Goals include to:

- Develop JHUSOM female instructors and assistant professors who are less than three years at rank thus encouraging 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 sixth cohort group, please complete the application form which is attached, submit it by October 24th to the location on the form, and we will contact you to let you know if you have been accepted into the program. 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.
Session topics include:

**Understanding Yourself and Others: the Myers-Briggs Type Indicator** – Kim Skarupski – *Thursday, January 26th, 2017* - 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.

**Promoting Yourself with Success and Good Grace** – Kim Skarupski, Ph.D., M.P.H. – *Thursday, February 23, 2017* - 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.

**Building Your Personal Work/Life Mission and Saying No** – Jennifer Haythornthwaite - *Thursday, March 23, 2017* - 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” to your personal priorities.

**Building Resilience for Successful Academic Careers** – Barbara Fivush, Kim Skarupski and Linda Dillon Jones – *Thursday, April 20, 2017* – 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 also 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 and Barbara Fivush – **Thursday, May 18, 2017** – 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”.

**Best Practices for Mentors and Mentees** – Jennifer Haythornthwaite - **Thursday, June 8, 2017** - Most academics are both mentee and mentor. 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.

**Creating Your Leadership Presence** – Linda Dillon Jones – **Thursday, September 14, 2017** – Do you have the ability to command attention in a roomful of people? Can you hold your own and connect with others? If you were trying to make a point that was in contrast with what others were saying, would people shut up and listen to you? Are you ready to move to the next level of leadership in your department? Leadership presence is the ability to consistently and clearly articulate your values while influencing and connecting with others in a way that doesn’t diminish them. Presence is what sets leaders apart. It enables them to adapt to any situation and connect in a significant way with their colleagues and partners.

**Increasing Your Scholarly Productivity** – Kim Skarupski and Dave Yousem – **Thursday, October 12, 2017** – 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’s 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’s no time, the myth that you’re 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.

Closing Session: A Strategy for Career Success: Negotiating for What You Need – Catherine Morrison – Special Session (3 hours, session starts 8:00am and ends at 11:00am) Thursday November 9th, 2017 - The environment in which science and health care professionals practice is one in which the need for negotiation abounds. The ability to foster agreements and manage conflict within and between workgroups can strengthen relationships, transform ideas into initiatives, and move parties beyond stuck places. This interactive workshop is designed to help participants understand and apply a systematic approach to preparing for, structuring, and engaging in business and health care negotiations.

This program is a collaboration of:

The Office of Women in Science and Medicine (OWISM) 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 or 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

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 and Division Chief 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 is completing 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.

Linda Dillon Jones, PhD is a Senior Faculty Development Consultant in the School of Medicine. She served for 14 years as the university’s Director of Training and Development, and then as a Learning and Development consultant within Talent Management and Organization Development. She is currently a consultant for faculty and leadership development.

Rachel Levine MD, MPH is an 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.

Catherine J. Morrison, J.D. is a negotiation and conflict management expert who helps academic professionals become more capable at resolving conflicts and negotiating effective change. In her role as a consultant to the office of the Vice Dean for Faculty, she consults across the SOM as a mediator and conflict resolution expert.

Kimberly A. Skarupski, PhD, MPH is the Assistant Dean for Faculty Development in the Office of Faculty Development. 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.

Dave Yousem, M.D., M.B.A. is the Associate Dean for Professional Development, Professor of Radiology, and Director of Neuroradiology. His work has also focused on advanced imaging in neoplasms of the brain, spine, head and neck. He also has a focus in quality improvement programs and operations efficiency. Dr. Yousem also teaches in the popular Master Mentor Program.
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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