

## Workshop Schedule <sup>[1]</sup>

Workshop Schedule Friday February 26, 2016	
Session I: 9:30am - 10:40am	Location
Managing Challenging Interactions in the Workplace Dr. Eva M. Aagaard (CU Anschutz) and Dr. Kirsten Broadfoot, Dr. Nichole Zehnder (CU Anschutz)	UC 116A
Navigating a Maze: Exploring Women's Journeys to Positions of Leadership in Higher Education Dr. Mandy Hansen (CU Colorado Springs)	UC 307
Reflection, Contemplation and Mindfulness: Tools for Transitions Dr. Bethann Bierer? (CU Denver)	UC 124
Communicating for the Next Stage Workshop Molly Doyle (CU System)	UC 122
Find Your Voice in Academic Leadership: Depth Sourcing and the Neuroscience of Freedom and Creativity Dr. Galina Siergieczyk (CU Boulder)	UC 303
Intimate Partner Abuse: How to Recognize the Signs John McDowell (CU Anschutz)	UC 302
Session II: 10:50am - 12:00pm	
Stages of a Career: Be Ready E. Jill Pollock (SYS) and Dr. Annie Sugar (CU Boulder)	UC 302

<p><b>Panel: Mid-Career Moves in Academic Medicine: Is It Worth It?</b></p> <p><b>Panelists:</b>  Kathleen Connell, MD, Associate Professor, Obstetrics and Gynecology-Urogynecology and Reconstructive Pelvic Surgery, Division Chief, Urogynecology &amp; Reconstructive Pelvic Surgery  Lee Niswander, PhD, Professor, Department of Pediatrics and Department of Cell &amp; Developmental Biology Section Head, Developmental Biology  Eva Aagaard, MD, Professor, Medicine-Internal Medicine, Vice Chair for Education  Siobhan Murphy-Zane, MD, Assistant Professor, Orthopedics  Karyn Goodman, MD, MS, Professor, Department of Radiation Oncology, Medical Director of the Cancer Clinical Trials Office</p>	<p>UC 303</p>
<p><b>Managing Oneself: Critical to Leadership Success</b>  Tolise Miles (CU Boulder), Pamela Jones (Anschutz), and Nicole Jenkins (CU Boulder)</p>	<p>UC 122</p>
<p>Managing Your Career: The Improv Lessons  Deborah Keyek-Franssen (CU System)</p>	<p>UC 116A</p>
<p><b>I Don't Give a Sh*t Anymore: Dealing with Emotional Burnout</b>  K. Alex Ilyasova (CU Colorado Springs)</p>	<p>UC 124</p>
<p><b>Personality at Work: What Traits Matter</b>  Dr. Tracy Jennings (CU Boulder)</p>	<p>UC 116B</p>
<p><b>Co-creating Careers Through Appreciative Mentor-Mentee Relationships</b>  Tamara Moore and Megan Bell (CU Colorado Springs)</p>	<p>UC 307</p>
<p><b>Session III: 1:50pm - 2:35pm</b></p>	
<p><b>Resiliency Through Your Career: Proven Techniques and Interventions</b>  Dr. Annie Moore (CU Anschutz)</p>	<p>UC 116A</p>
<p><b>Women Faculty of Color: Challenges in Academic Careers</b>  Dr. Shruti Singh Poulsen (CU Denver)</p>	<p>UC 124</p>
<p><b>Promoting Women's Health at Work</b>  Liliana Tenney Starr? (CU Denver)</p>	<p>UC 116B</p>

<b>Bucket List: Positive Lessons From and For Your Career</b> Normandy Roden (CU System) and Tamara Moore (Colorado Springs)	UC 303
<b>Supporting and Mentoring Student Veterans</b> Heather Kling (CU Colorado Springs)	UC 122
<b>Landscapes: Rocky Mountain Smoothness</b> Arneshia Williams (CU Boulder Student)	UC 302
<b>Employee Benefits – Go Figure!</b> Gena Trujillo, Assistant Vice President, CU Health Plan Administration (CU System)	UC 307
MegTalks: 2:45pm - 4:15pm	
<b>Talk 1 2:45pm - 3:30pm: FMLA and Advocacy During Family Leave</b> Vice Presidents Kathy Nesbitt and Patrick O'Rourke	Berger Hall
<b>Talk 2: 3:30pm - 3:45pm: <u>The Art of War Project</u> <sup>[2]</sup>: Engaging Student Veterans</b> Curtis Bean (CU Denver Student) <i>*This talk will be accompanied by a day-long exhibition and t-shirt sale. Please come prepared to support this CU Denver student-led initiative*</i>	Berger Hall

*\*Schedule is subject to change*

## SESSION DESCRIPTIONS

### **Session 1: 9:30am - 10:15am**

#### **Managing Challenging Interactions in the Work Place, Dr. Eva M. Aagaard and Dr. Kirsten Broadfoot**

Location: UC 116A

?Description: Challenging interactions in the workplace occur when we are asked to provide difficult or emotionally charged information, negotiate for limited resources, and communicate with individuals with specific communication or conflict management styles. Knowing when and how to adapt communication strategies and skills in these situations is central to professional growth. In this workshop, participants will identify situations and communication styles they find difficult to communicate with and in and practice skills to move these

interactions forward. Small group practice will feature trained actors and facilitators who will recreate participant suggested challenging or contested situations and personas.

## **Navigating a Maze: Exploring Women's Journeys to Positions of Leadership in Higher Education, Dr. Mandy Hansen**

Location: UC 307

?Description: This session will explore how women navigate their careers through a series of questions that will provide guidance and validation for women leaders and aspiring women leaders in higher education. Women leaders often operate outside of the main power structure and have to find ways to navigate work relationships and pathways to reach their goals. In this session participants will share information on lessons learned and gain a better understanding of successful strategies including mentorship and networking.

## **Reflection, Contemplation and Mindfulness: Tools for Transitions, Dr. Bethann Bierer**

Location: UC 124

?Description: The concept of Stages carries within it the notion of transitions as one moves from one stage to another. This workshop will explore intrinsic tools such as reflective thought, contemplation and mindfulness that facilitate the ability to be grounded in the present while considering the next steps in a process of growth. Current neuroscience findings will be explored in the context of hands-on experiences, and personal explorations during a workshop that will provide opportunities for personally meaningful activities.

## **Communicating for the Next Stage Workshop, Molly Doyle**

Location: UC 122

?Description: In today's workplace, effective communication skills are essential for women who wish to move to the next stage of their career. Whether writing persuasive emails, or effectively answering that seemingly-innocuous question 'so...what do you do?', our ability to present ideas to those with influence can mean the difference between creating a reputation as an influential leader, or being sidelined. In this workshop you practice actionable strategies for preparing, presenting and prevailing in your next high-stakes dialogue. We will also share resources based on wisdom from some of the world's best communicators – including top-rated TED presenters, platform speakers and best-selling authors.

## **Intimate Partner Abuse: How to Recognize the Signs, Dr. John McDowell**

Location: UC 302

?Description: Aggressive behaviors and violence against women can occur in many different situations and can take many forms. Even though there can be significant overlap and patterns of violence may occur together, violence against women is commonly divided into four categories to include physical violence, sexual violence, stalking and psychological aggression. The purpose of this presentation will be to sensitize attendees to the common signs and symptoms associated with violence directed against women and how to recognize these signs and symptoms. Without recognition of the signs and symptoms of violence directed against women, appropriate intervention cannot begin on behalf of the suspected violence victim. Since photographs of injury patterns commonly seen in victims of intimate partner violence and non-accidental trauma will be part of this presentation, individuals who might be sensitive to photographs of trauma victims should consider whether they want to attend.

## **Finding Your Voice in Academic Leadership: Depth Sourcing and the Neuroscience of Freedom and Creativity, Dr.**

Galina Siergiejczyk

Location: UC 303

?Description: The Human Brain is possibly the most complex known object in the universe, adept at colossal microstructural change. However, with age, stress and shock our plasticity declines and our emotional resilience dwindles. Fortunately, focused contemplative practices can help reverse this decline, and expand our mind's ability to consciously create a happier life and a more successful professional career. In this hands-on, embodied cognition, workshop you will learn how to disrupt the narratives that sabotage your success in academia. We'll activate your inner voice to effectively express your GENIUS, reenergize your brain's neuroplasticity and source your creative brilliance.

## **Session II: 10:25am - 11:55am**

### **Stages of a Career: Be Ready, Vice President E. Jill Pollock and Dr. Annie Sugar**

Location: UC 302

?Description: An interactive session on developing and differentiating yourself from others as you pursue the next stage of your career in higher education

### **Panel: Mid-Career Moves in Academic Medicine: Is It Worth It?**

Panelists: Kathleen Connell, MD, Associate Professor, Obstetrics and Gynecology-Urogynecology and Reconstructive Pelvic Surgery, Division Chief, Urogynecology & Reconstructive Pelvic Surgery

Lee Niswander, PhD, Professor, Department of Pediatrics and Department of Cell & Developmental Biology Section Head, Developmental Biology

Eva Aagaard, MD, Professor, Medicine-Internal Medicine, Vice Chair for Education

Siobhan Murphy-Zane, MD, Assistant Professor, Orthopedics

Karyn Goodman, MD, MS, Professor, Department of Radiation Oncology, Medical Director of the Cancer Clinical Trials Office

Location: UC 303

?Description: There are many reasons that academic faculty may make a move to a new institution, but it is a very difficult decision when it occurs in the mid-career setting. Often there may be new roles in the potential position, including more administrative and leadership roles. However, there are also the significant costs of leaving an established career at another institution where one may have close colleagues, research collaborators and on-going research projects and funding. The other major consideration, particularly for women, is the impact on the family members. How would a move impact on a spouse's job, on children's school and social situations, and on the support infra-structure that was in place for maintaining a work-life balance? If a spouse is in academics, is this move beneficial for the partner and/or if the move is a result of the spouse's academic career, how will the change impact on your career trajectory? In this session, we will discuss the rationale as well as the potential pitfalls with moving to a new academic institution as a woman in a mid-career academic position.

1. Understand the considerations in evaluating academic positions at the mid-career level.
2. Learn strategies for negotiating with a new institution to obtain the support for your on-going research (clinical/translational/basic science).
3. Discuss role changes from a more junior faculty member to an administrative position of a more senior faculty member.

### **Managing Oneself: Critical to Leadership Success, Tolise Miles, Pamela**

## **Jones, and Nicole Jenkins**

Location: UC 122

Description: Leadership can be exercised from any position and in all facets of our career, community and civic lives. To achieve success as leaders we must first learn to effectively maximize our individual performance. How can we lead others with strong self-management skills? In this session, we will explore key components to self-management and why it is critical to our professional development. We will provide tools and techniques that can be used in your day-to-day routines around stress management, conflict resolution, organizational cultures, self-awareness, channeling your creative self for problem solving, and other aspects of self-management that support strong leadership.

## **Managing Your Career: The Improv Lessons, Deborah Keyek-Franssen**

Location: UC 116A

Description: Principles of improvisational comedy shine a spotlight on ways to successfully manage and enjoy your career. From being present to being generous to knowing what you want, these improv lessons are remarkably congruent with guidance for women who want to thrive in their careers and advance in their fields. This interactive session combines improvisational exercises with solid research and guidance on how to retain and advance women, and provides a fun networking opportunity. Join us to laugh and learn, and to flex your creative muscles so you can put them to work to manage your career.

## **I Don't Give a Sh\*t Anymore: Dealing with Emotional Burnout, K. Alex Ilyasova**

Location: UC 124

Description: In the presentation I explore what happens when women hit a wall in terms of being emotionally exhausted by their jobs. I examine the role emotions play in our workplaces, our abilities to effectively communicate, and our abilities to care. Examining these aspects helps us understand that we process emotions on different levels, and that emotions operate as social goods—i.e., that the value of our emotions changes depending on our professional and personal identities. As such our “emotional investments” come with liabilities and rewards. Additionally, such emotional investments can be exhausted, leaving us wondering how to reinvest or whether to walk away from the work we cared about.

## **Personality at Work: What Traits Matter, Dr. Tracy Jennings**

Location: UC 116B

Description: We've all taken personality assessments, some examine our strengths and others test temperament. There is something satisfying about knowing you are a Gold or a Green, or an ENTJ. Personality assessments provide interesting insights, but do they predict performance? The promise of personality assessments is to help us develop professionally, if only we knew what attributes were important for our careers. In this seminar we draw from the latest psychological research to shed light on several personality traits that do predict work performance, as well as assessments that do not.

## **Co-creating Careers Through Appreciative Mentor-Mentee Relationships, Tamara Moore and Megan Bell**

Location: UC 307

Description: Alignment between the needs of individuals and the organizations of which they are a part creates occupational intimacy (Boverie & Kroth, 2004). In this relationship, we ideally feel a balance with meaningful, work we love in a supportive, nurturing environment. This alignment can be shaped and facilitated through formal and informal mentoring. The mentee is the primary expert of their own experience. This interactive workshop will empower you as both a mentor and mentee to use positive psychology as a tool to create provocative, empowering

propositions for your career and life.

### **Session III: 1:50pm - 2:35pm**

#### **Resiliency Through Your Career: Proven Techniques and Interventions, Dr. Annie Nedrow**

Location: UC 116A

?Session Description: Burnout is 50% higher in women physicians. Increasingly we are gathering specific intervention evidence on best ways to prevent and build hardiness and resiliency through the difference stages of career.

#### **Women Faculty of Color: Challenges in Academic Careers Dr. Shruti Singh Poulsen**

Location: UC 124

?Description: This presentation will be an interactive discussion and processing of the challenges that female faculty of color experience in the academic setting. Particular focus will be discussing the building of one's academic career and the challenges and benefits that women of color may experience. Issues such as tenure, service expectations, promotion, workload, and expectations of work-life balance will be discussed in an interactive format in this presentation. The presenter will also discuss her own experiences as a female faculty of color and the impact on her career building decisions and choices over the course of twenty years in academic settings.

#### **Promoting Women's Health at Work, Liliana Tenney Starr**

Location: UC 116B

?Description: Today, we're facing an increasing need to promote the health and wellbeing of women at work. In 2013, 69% of all mothers with children under age 18 were employed. Among mothers with infants, 57% are working. Changing roles for women at work and at home beg the question, what tools do working mothers need? This presentation will focus on addressing top health concerns facing women and new mothers in the workplace including stress, nutrition, sleep, mood, physical activity and work-life issues. Learn what policies and best practices are encouraged to manage daily work and family demands.

#### **Bucket List: Positive Lessons From and For Your Career, Normandy Roden and Tamara Moore**

Location: UC 303

?Description: The field of positive psychology and change model of appreciative inquiry are just a few ways to identify the best in you ... and identifying your best self creates powerful opportunities for personal/professional success and happiness. The session will help participants expand affirming takeaways from various stages of their careers – perhaps even finding positive personal growth from stages previously considered negative. The group will explore, “How did you feel after your involvement with this job/experience? Positive or negative? Did it fill your bucket or dip from it?” Elements of engagement include small-group exercises and strategies to promote positive emotions/actions.

#### **Supporting and Mentoring Student Veterans, Heather King**

Location: UC 122

?Description: Veterans transitioning from the military to a civilian career often face challenges

due to changes in culture, protocol and title. Women veterans often face these challenges and more, as society and the veterans themselves may not perceive them as veterans. Women veterans make up approximately 10% of the US veteran population with the number increasing annually. However, resources for women veterans are not keeping pace and are not tailored for women veterans. This presentation discusses the challenges of the woman veteran transitioning from one career to another and strategies to navigate a successful transition and second career.

## Landscapes: Rocky Mountain Smoothness, Arnesha Williams

Location: UC 302

?Description: ?This presentation will explore the idea of embracing the conflict of perceived and/or truthful "Otherness" (internally and externally). By revising, creating, and integrating self-realized unique qualities as a working principle for claiming your rightful progression at any career stage will be developed.

## Employee Benefits – Go Figure! Gena Trujillo

Location: UC 307

According to the Bureau of Labor Statistics, in 2008, 59.5% of the people in the workplace were women. Of the women participating in the labor force, 71% had children under age of 18. With so many women in the workplace, it is important to examine the factors that make their work satisfying. As indicated in the 2010 Employee Job Satisfaction (SHRM, 2010), the top five contributors to job satisfaction for women are:

1. Job security.
2. Benefits.
3. Feeling safe in the work environment.
4. Organization's financial stability and the work itself.
5. Opportunities to use skills/abilities.

Today, we are going to talk about one of the top five contributors to job satisfaction; ways to maximize employee benefits for women and single-parent earners working for CU. We'll explore what those benefits are and how singularly or collectively, they may be utilized to provide the best possible security.

## MegTalks: 2:45pm - 4:15pm

Talk 1 2:45pm - 3:30pm: FMLA and Advocating During Maternity Leave, VP Kathy Nesbitt and VP Patrick O'Rourke

Talk 2: 3:30pm - 3:45pm: The Art of War Project [2]: Engaging Student Veterans, Curtis Bean

### Groups audience:

Faculty Council

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**Source URL:** <https://www.cu.edu/faculty-council/workshop-schedule>

### Links

[1] <https://www.cu.edu/faculty-council/workshop-schedule>

[2] <https://www.artofwarproject.com/>