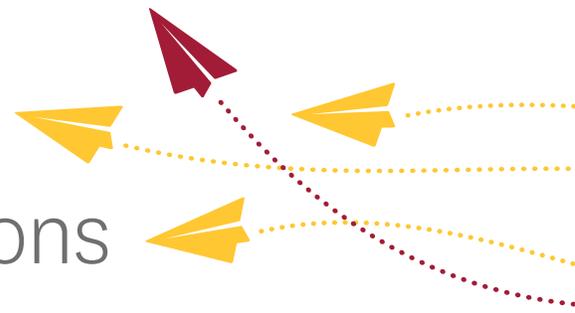


Center for GEMS 2022 Leadership Conference

Managing Career Transitions



The 2022 GEMS Annual Leadership Conference will focus on managing career transitions. Multiple interactive sessions with presentations and discussions are intended for faculty, staff, students and trainees. Topics include leadership, coaching, academic promotions, and career development.

Open to the entire USC community

Wednesday, April 13

Register for Wednesday Sessions

8:00-9:00 am **PLENARY SESSION: Managing Transitions**

Welcome to the Keck Community. Drs Meltzer and Shapiro will share personal stories and advice for managing transitions during one's career.

SPEAKERS:

Carolyn C. Meltzer, MD, Dean, Keck School of Medicine of USC

Steven Shapiro, MD, Senior Vice President for Health Affairs, USC

9:15-10:00 am **Career Development 101**

Unique zoom meeting link will be provided on Wednesday morning for this staff session.

Learn how a career plan helps with identifying the skills and experiences needed to execute your professional road map. This session is intended for KSOM non-faculty staff.

SPEAKER: Carmen Carillo, MSHRM, SHRM-CP, Director of Human Resources, Keck School of Medicine of USC

9:15-10:15 am **Career Development for Junior Faculty**

Tips on career development to prepare for promotion.

SPEAKER: Ruth Wood, PhD, Professor of Integrative Anatomical Sciences

10:45-11:30 am **Developing Management Capabilities**

Unique zoom meeting link will be provided on Wednesday morning for this staff session.

Learn about the Management Essentials Program, an interactive program that provides the essential knowledge, skills, and abilities to be a great USC manager.

SPEAKER: Daisy Ng, MS, Senior Learning and Development Partner, Human Resources, Learning and Organizational Development, USC

10:45-11:45 am **Academic Promotion Pathways for Faculty**

SPEAKER: Rob Milner, PhD, Senior Associate Dean for Faculty Affairs, Professor of Clinical Neurology

12:00-1:00 pm **Supporting Diverse Leadership**

A presentation on marginalized leadership will be followed by a panel discussion focused on: the experiences of those who lead with a variety of identities and how leaders can support diversity and inclusion among future leaders as well as those we serve.

SPEAKERS:

Jenny Vazquez-Newsum, Ed.D., Founder and Principal, Untapped Leaders

Karrie Kingsley, OTD, OTR/L, Associate CIDO for Faculty and Staff Success & Associate Professor of Clinical Occupational Therapy

Michael Bryant, MD, MBA, Vice Chair of Diversity Equity, Inclusion (Department of Pediatrics), Division Head (Pediatric Hospital Medicine), Clinical Professor of Pediatrics, Keck School of Medicine of USC

8:00-9:00 am **PLENARY SESSION: Lessons Learned from Leadership**

Mr. Hanners and Ms. Murphy will share wisdom from the field.

SPEAKERS:

Theresa Murphy, RN, MS, Chief Nursing Officer, USC Verdugo Hills Hospital

Rod Hanners, CEO of Keck Medicine of USC President & CEO of USC Health System

9:15-9:45 am **Self-Compassion for Leaders**

Experience the power of self-compassion and how it can fuel us to bravely face the discomfort of being leaders in uncertain times.

SPEAKER: Chantal Young, PhD, Director of the KSOM Office of Well-being, Director of Medical Student Well-being, Clinical Assistant Professor of Psychiatry & the Behavioral Sciences

10:30-11:45 am **Coaching Skills for Leaders**

In this session we will explain what coaching is, how it works, and present a demonstration.

SPEAKER: Dr. Damian Goldvarg, MCC, Goldvarg Consulting

12:00-1:00 pm **KEYNOTE: Cultivating Professional Presence**

Discussion with Amy Cuddy on how the power of presence can change the equation and why agility is crucial for leadership today.

SPEAKER: Amy Cuddy, PhD, Social Psychologist, Award-Winning Harvard Lecturer, and Bestselling Author

Questions for the presenters?

Please share them with us [here](#).



Keynote Speaker



Amy Cuddy, PhD is a social psychologist, best-selling author, and award-winning Harvard Lecturer. An expert on the behavioral science of power, presence, purpose, and prejudice, Amy earned her PhD from Princeton University and has served on the faculties of Harvard Business School and Northwestern University’s Kellogg School of Management. Amy is widely recognized for her bestselling book, *Presence: Bringing Your Boldest Self to Your Biggest Challenges* and her popular 2012 TED Talk, “Your Body Language May Shape Who You Are” — the second most-watched TED Talk of all time with over 64 million views.

Speakers



Michael Bryant, MD, MBA, is currently the Division Chief of Hospital Medicine at Children’s Hospital of Los Angeles (CHLA) where he has worked for the past 30 years. He began his undergraduate education at the United States Military Academy at West Point and then earned his undergraduate degree in Physiology at the University of California at Davis in 1983. He obtained his Medical Degree at the University of Cincinnati College of Medicine in 1987 and his Masters in Business Administration from the Anderson School of Business at UCLA in 2003. He has held numerous clinical positions at CHLA and was most recently the Deputy Head of the Division of General Pediatrics before becoming Head of the newly formed Division of Hospital Medicine (November 2009). He has served on the Board of the physician practice at CHLA for many years, Children’s Hospital Medical Group (CHLAMG), chairing its Operations and Business Development Committees, was its past Vice President, and is currently the medical group Treasurer. He has also served as a Trustee on the Board of Alta Med Health Services Corporation, Park Century School, and the Hollywood School House.



Carmen Carillo is the Director of Human Resources for the Keck School of Medicine. She has over 20 years of HR experience, holds a Masters in Human Resources Management and is a Certified Professional in Human Resources. Carmen is responsible for the leadership and operations of KSOM’s HR Department overseeing staff workforce planning, staff recruitment, compensation administration, training and employee development, performance management, and other employment services.

Speakers, continued



Damian Goldvarg, PhD has thirty years of experience in executive coaching and leadership development, working with individuals and organizations in over sixty countries. He is a Master Certified Coach (MCC) and received his Ph.D. in Organizational Psychology from Alliant University in California. He is also the author of five books, a Professional Certified Speaker (CSP) and an Accredited Coach Supervisor (ESIA), and facilitates global virtual certifications on Professional Coaching, Mentor Coaching, and Coaching Supervision (ESQA). He was the 2013-2014 International Coaching Federation Global President and received the 2018 ICF Circle of Distinction Award and 2019 EMCC Supervision Award.



Rodney B. Hanners was appointed CEO of Keck Medicine of USC and President and CEO of USC Health System in September 2021. He had served as interim CEO since June 2020. He is responsible for oversight of the university's clinical activities, including USC Care Medical Group; Keck Medical Center of USC, which includes two acute care hospitals: 401-licensed bed Keck Hospital of USC and 60-licensed bed USC Norris Cancer Hospital; USC Verdugo Hills Hospital, a 158-licensed bed community hospital; and more than 67 outpatient clinics from Bakersfield to Newport Beach and other clinical practices and joint ventures throughout Los Angeles and Orange counties. As a seasoned health care executive, Hanners has a proven track record of driving clinical efficiencies and promoting a culture of trust and teamwork. Prior to stepping into this new role, Hanners served as chief operating officer for Keck Medicine of USC, as well as the CEO for Keck Medical Center of USC. Prior to joining Keck Medicine, Hanners served as senior vice president and chief operating officer for Children's Hospital of Los Angeles; he also held various positions in the Kaiser Permanente system. Preceding his career in health care, Hanners served as a naval officer in the United States Submarine force, where he was selected as the Submarine Group 5 junior officer of the year. He holds a bachelor's degree in electrical engineering from California State University, Long Beach, and a master's equivalent degree in nuclear engineering from the U.S. Navy's Nuclear Power School in Orlando, Florida.



Karrie Kingsley, OTD, OTR/L (they/them/theirs) is USC's Associate Chief Diversity and Inclusion Officer for Faculty and Staff Success and an Associate Professor of Clinical Occupational Therapy within the Chan Division of Occupational Science and Occupational Therapy. Their scholarly activities are largely focused on increasing the knowledge and skills of health professionals to become more inclusive practitioners. Dr. Kingsley is a frequently invited speaker on topics such as LGBTQIA+ inclusivity, implicit bias, and gender inclusivity in health care at the National, State, and local level.



Carolyn Meltzer, MD, began her appointment as the Dean of the Keck School of Medicine of USC and the John and May Hoover Dean's Chair in Medicine on March 1, 2022. Dr. Meltzer was recruited from Emory University, where for the past 15 years she served as the William P. Timmie Professor and Chair in the Department of Radiology and Imaging Sciences. At the Emory School of Medicine, she also served as Executive Associate Dean of Faculty Academic Advancement, Leadership and Inclusion, and as Chief Diversity and Inclusion Officer. Prior to her appointment at Emory University, Meltzer served on the faculty of the University of Pittsburgh School of Medicine. She earned her medical degree from the Johns Hopkins University School of Medicine and completed her graduate medical education at The Johns Hopkins Hospital in Baltimore. Meltzer holds an undergraduate degree in biology and neurobiology with honors from Cornell University. She is an expert in neuroradiology and nuclear medicine and has conducted research to understand the brain's structure and function during normal aging, dementia, Alzheimer's disease, and psychiatric disorders in later life. In addition, she specializes in cancer imaging and has subspecialty certification in neuroradiology with advanced training in PET imaging.



Robert Milner, PhD, is the Senior Associate Dean for Faculty Affairs at the Keck School of Medicine and has a primary appointment as Professor in the Department of Neurology. Prior to joining USC, Milner served as Associate Vice Provost for Professional Development at the University of Massachusetts Medical School (UMMS). At UMMS, Dr. Milner was responsible for designing, implementing and evaluating professional development programs for faculty, including the Junior Faculty Development Program, and programs on promotion and tenure, career development, and mentoring. He has a long-standing interest, and extensive experience and leadership, in the professional development and education of individuals at all stages of academic careers. Dr. Milner received his doctoral degree from The Rockefeller University, completed postdoctoral training at The Salk Institute, and held faculty positions at Salk, the Research Institute of Scripps Clinic, and Penn State College of Medicine before moving to UMMS in July 2010.

Speakers, continued



Theresa Murphy, RN, MS, CENP brings over 25 years of experience in the healthcare industry. In addition to clinical practice as a Registered Nurse, Theresa has served several hospital organizations in managerial and executive level positions and currently serves as the Chief Nursing Officer at USC Verdugo Hills Hospital. Theresa has broad experience in managing and leading people. Throughout her executive service, Theresa has led complex operational processes, facilitated change initiatives, and developed functional teams. Her particular areas of interest include advancing professional nursing practice through the understanding of the California Nurse Practice Act, the development and coaching of emerging leaders and the development of organizational structures that support the unique acute hospital environment. Theresa graduated from LeMoyné College with a Bachelor's Degree in Religious Studies; from California State University, Los Angeles with a Bachelor's Degree in Nursing; from California State University, Long Beach with a Master's Degree in Healthcare Administration and is certified in Executive Nursing Practice from the American Organization of Nurse Leaders.



Daisy Ng is the Learning Experience Delivery & Solutions Manager at USC in University Human Resources. She is responsible for creating impactful continuous development experiences for USC employees. Before joining USC, Daisy worked at Los Angeles Unified School District, managing a successful Leadership Enhancement and Development program for district leaders and managers. She is passionate about setting individuals up to succeed, thrive, and rise to new opportunities.



Steven D. Shapiro, MD, joined USC in May 2021 as the first Senior Vice President for Health Affairs. He oversees Keck Medicine of USC and the Keck School of Medicine of USC, as well as any associated research programs, and serves as a critical member of the USC Health System Board. Dr. Shapiro previously spent 15 years at the University of Pittsburgh Medical Center, serving in several capacities, and before that, was the Parker B. Francis professor of medicine at Harvard Medical School and the chief of the Division of Pulmonary and Critical Care at Brigham and Women's Hospital. He received his bachelor's and doctorate degrees from the University of Chicago and his residency and fellowship at the Washington University School of Medicine in St. Louis.



Jenny Vazquez-Newsum, EdD is a leadership facilitator, program designer, and writer. In her most recent work as Vice President of Training and Programs at Coro Southern California, Jenny has trained leaders across 200+ organizations from varied sectors witnessing the untapped capacities that exist across all stages of career paths. Interested in digging deeper into the limitations of current leadership rhetoric and bringing in the often-overlooked leadership contributions of marginalized leaders, Jenny launched [Untapped Leaders](#) to create a space for those contributions to be named, validated, and amplified. Jenny holds a B.S. in Business Administration from the University of Southern California, an M.P.A from New York University, and an Ed.D from the University of California - Los Angeles.



Ruth Wood, PhD has been at USC since 1999. She studies cognitive behavior in rats, teaches microanatomy to medical students, and is a member of too many committees. She is chair of FAPTC (Faculty Appointments, Promotion and Tenure Committee) and UCAR (University Committee on Academic Review). Previously, she served as Associate Dean for Appointments and Promotions in the Office of Faculty Affairs.



Chantal Young, PhD, is a clinical psychologist by training and the recently appointed Director of the KSOM Office of Well-being. She has dedicated her life's work to advocating for organizational, systemic, and policy changes that will make academic medical centers more sane and humane places to work. Since 2016, Young has served as Director of Medical Student Well-being, where she implemented groundbreaking innovations for medical students such as the Keck Checks program (brief mental health screenings for every MS1) and worked with stakeholders to gain buy-in for curricular and systemic changes to improve student health. She serves as Chair for the AAMC COSA Working Group on Medical Student Well-being, runs a national listserv for well-being professionals, and is a frequently invited speaker on topics including self-compassion, organizational sources of burnout, and how to build a well-being program from the ground up. Prior to entering the world of medical education, Young provided direct patient care with clinical expertise in obsessive-compulsive disorder and childhood emotional neglect.

Questions? Email eotoole@usc.edu

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