CWIMS Retreat Agenda

8:30-8:55am Check-in with coffee/tea bar available

9-9:30am Welcome and Introduction to CWIMS and Activities for the Day
   Dr. Jerica Berge, CWIMS Director

9:30-10:30am UMN Faculty Survey and Salary and Leadership Equity Report
   Drs. Anne Joseph, Jill Siegfried

10:30-11am Provost Hanson’s Comments and Questions from Audience

11-11:15am BREAK

11:15-12:15pm Topic - Ask For It: How and When to Negotiate Effectively
   Dr. Deborah Streeter (Cornell University)
   Do you feel confident in evaluating when and how to negotiate in your everyday life in academic medicine? If not, you may be leaving significant gains on the table, including money, opportunity and control over your professional life. However, just knowing simple negotiating rules, built primarily around the experiences of men, is not enough for women professionals and leaders, due to certain potential internal and external barriers to success. Participants will learn about how to find a style that fits their own personalities and specific work contexts and will leave with concrete steps toward having more confidence and skill as negotiators.
   Speaker Introduction: Dr. Ameeta Kelekar

12:15-1pm Lunch, Networking, Voting on CWIMS Icon, and Informing CWIMS Mission Statement in the Atrium

1-2pm Topic: Imposter Phenomenon
   Dr. Suzanne Smith Lawry (Georgia State University)
   Many high achievers struggle with a profound sense of being a fraud. IP is particularly salient for women and marginalized communities and can play a key role in lower job satisfaction, productivity, and increased burn-out and psychological distress. Participants will leave with an understanding of their own levels of IP, some understanding of its etiology, and concrete steps they can utilize to create systems that minimize its occurrence.
   Speaker Introduction: Dr. Ameeta Kelekar

2-3pm Topic: Promoting Gender Equity in Academic Medicine
   Dr. Vidhya Prakash (Southern Illinois University)
   Presentation and discussion of current evidence surrounding gender equity in academic medicine, the impact of implicit bias and disparities in salary, access to mentorship, and leadership opportunities and strategies to promote gender equity will be explored.
   Speaker Introduction: Dr. Ameeta Kelekar

3-3:15pm BREAK

3:15-4pm Panel: Drs. Suzanne Smith Lawry, Vidhya Prakash, Anne Joseph, Jill Siegfried
   Facilitator: Dr. Jerica Berge, CWIMS Director

4-4:30pm Reception for Women in Leadership Team and New CWIMS Department Action Group Members in the Atrium