

Effective Mentor-Mentee Relationships:

Cultivating Leadership, Growth and Engagement an RBHS Symposium



Thursday, June 6, 2019
8:30am-2:00pm

Rutgers Continuing Education Center
Somerset, New Jersey

Sponsored by the Vice Chancellor for Faculty Development

Effective Mentor-Mentee Relationships: Cultivating Leadership, Growth and Engagement an RBHS Symposium

June 6, 2019

Agenda

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| 8:00am | Registration, Breakfast, and Networking |
| 9:00am | Opening Remarks
M. Maral Mouradian, MD, Vice Chancellor for Faculty Development
Patricia Fitzgerald-Bocarsly, PhD, RBHS Provost - Newark
Jeffrey Carson, MD, RBHS Provost - New Brunswick |
| 9:10am | Introduction of the Keynote Speaker
M. Maral Mouradian, MD, RBHS Vice Chancellor for Faculty Development |
| 9:15am | Harvey L. Ozer Memorial Keynote Address
Ralph A. Gigliotti, Ph.D., Director of Leadership Development and Research
Rutgers Center for Organizational Leadership |
| 10:00am | Panel Discussion
Gregory Peck, DO, FACS
Assistant Professor of Surgery
Associate Director, Acute Care Surgery Fellowship
Rutgers Robert Wood Johnson Medical School
Core Faculty, Global Health Institute

Charlotte Thomas-Hawkins, PhD, RN
Director, Center for Health Services Research & Policy
Rutgers School of Nursing

Arnold Rabson, MD
Lauren Gallagher Chair of Developmental Biology
Director, Child Health Institute of New Jersey
Rutgers Robert Wood Johnson Medical School |
| 10:45am | Break |
| 11:00am | Application Exercise and Report Out |
| 12:00pm | Lunch and Networking |



**Harvey L. Ozer Keynote Speaker:
Ralph Gigliotti, PhD
Rutgers Center for Organizational Leadership**

Dr. Ralph Gigliotti is the Director of Leadership Development and Research at the Center for Organizational Leadership at Rutgers University, where he oversees a portfolio of faculty and staff leadership development initiatives and leads several research projects related to leadership and communication in higher education. Ralph also teaches in the Department of Communication and the Ph.D. Program in Higher Education. His research and consulting interests explore the intersection of organizational communication, leadership, and crisis communication within the context of higher education.

Ralph's research appears in numerous books and scholarly journals, and he has authored and co-authored several books, including *A Guide for Leaders in Higher Education: Core Concepts, Competencies, and Tools* (Stylus, 2017), *Leadership: Communication and Social Influence in Personal and Professional Settings* (Kendall Hunt, 2017), and the forthcoming *Crisis Leadership in Higher Education: Theory and Practice* (Rutgers University Press). He is also the editor of the newly published *Competencies for Effective Leadership: A Framework for Assessment, Education, and Research* (Emerald Publishing, 2019).

Ralph serves on the Board of Examiners for the Malcolm Baldrige Performance Excellence Program, the nation's highest honor for organizational innovation and performance excellence (National Institute of Standards and Technology, United States Department of Commerce). He also serves on the Board of Directors for the Network for Change and Continuous Innovation in Higher Education (NCCI), and on the leadership team for the Training and Development Division of the National Communication Association (NCA). He remains actively involved in the International Leadership Association and International Communication Association. Finally, Ralph is a Gallup-Certified Strengths Coach.

Panelists

Gregory Peck, DO, FACS

Dr. Gregory Peck is an Assistant Professor of Surgery at RWJMS, and Associate Director of the acute care surgery fellowship in the Division of Acute Care Surgery. He completed a two-year acute care surgery fellowship at Emory University - Grady Memorial Hospital in 2013. He was awarded the first Travel Scholarship of the Pan-American Trauma Society in Cali, Colombia which was the start of an academic global surgery career focused on health systems science. Just after arriving to Rutgers-RWJMS in 2013, he became the associate director of trauma and performance improvement at RWJUH Shock Trauma. Over the subsequent three years, the trauma shock team improved trauma mortality and traumatic brain injury observed / expected ratios through the establishment of clinical practice guidelines and Trauma Activation of Resources Protocol.

In 2016, he worked with the Acute Care Surgery Committee at the American Association for Surgery of Trauma, and colleagues in Cali and Medellin Colombia to develop an emergency and essential global surgery elective that afforded acute care surgery fellows international surgery mentorship and opportunities to integrate complex clinical and systems-based practices.

Dr. Peck's academic pursuit is programmatic development that merges surgical systems strengthening and academic global surgery, developing multiple programs locally and internationally with the Rutgers Schools of Nursing, Public Health, Medicine and Health Professions. Early career funding from the U.S. Agency for International Development - *Research Innovations Fellowship Program- A Syndemic Approach to Trauma Systems Regionalization in Cali, Colombia* led to team-science process objectives within Surgical Systems Science in Latin America. His interests lie in the integration of surgical healthcare indicators data collection, analysis, and interpretation in LMICs with the development, implementation, and evaluation of regional and national surgical, anesthesia, and obstetrics strategic planning in Latin American and Caribbean countries, and the contextualization of local applications in the State of New Jersey. He is currently pursuing an MPH in Health Systems and Policy at the Rutgers SPH.

Arnold B. Rabson, MD

Dr. Arnold B Rabson is the Director of the Child Health Institute of New Jersey and Laura Gallagher Endowed Professor of Developmental Biology, and Professor of Pediatrics, Pharmacology, and Pathology and Laboratory Medicine at Robert Wood Johnson Medical School. Dr. Rabson received his medical degree from Brown University, completed pathology residency training at the Brigham and Women's Hospital at Harvard University, and post-doctoral research at the National Institute of Allergy and Infectious Diseases, where he developed his own research program discovering the key role of the NF-kB transcription factor in HIV latency, replication and AIDS pathogenesis.

In 1990, Dr. Rabson became a faculty member at the Center for Advanced Biotechnology and Medicine (CABM) at Robert Wood Johnson Medical School. He expanded his studies to the molecular basis of T-cell leukemias and lymphomas, discovering alterations of the NF-kB transcription factors in malignancies in human cancer. Beginning in 1994, Dr. Rabson participated in key leadership roles in the founding and development of the Rutgers Cancer Institute of New Jersey (CINJ) including roles as Program Leader, Associate Director for Basic Sciences, Chief of Genomics and Molecular Oncology and Deputy Director of CINJ. He also served as the Interim Senior Associate Dean for Research for Robert Wood Johnson Medical School from 2008 to 2010.

In 2007, Dr. Rabson was appointed Interim Director of the Child Health Institute of New Jersey and was appointed permanent Director in 2010. He has developed a vibrant research institute, with approximately 10 principal investigators and over 60 scientists, working in different areas of childhood disease.

Dr. Rabson has served as an Associate Editor of the *Journal of Virology* and of *Diagnostic Molecular Pathology*, and as a Senior Editor of *Clinical Cancer Research*. He has also served on numerous NIH advisory committees, including Chair of the Cancer Molecular Pathobiology study section. Dr. Rabson is a recipient of the Foundation of UMDNJ Award for Excellence in Teaching, the CINJ Foundation Trustees Award for Distinguished Leadership and Achievement, the Melvyn H. Motolinsky Research Foundation Annual Distinguished Service Award, the Robert Wood Johnson Medical School Meritorious Service Award, and the R. Walter Schlesinger Basic Science Mentoring Award of the Rutgers Robert Wood Johnson Medical School. Dr. Rabson was elected as a Fellow of the American Association for the Advancement of Science in 2017.

Charlotte Thomas-Hawkins, PhD, RN

Dr. Charlotte Thomas-Hawkins is as an Associate Professor with Tenure and Assistant Dean, Nursing Science in the School of Nursing. She is also Director of the Center for Health Services Research and Policy in the Rutgers University and the Chairperson of the Faculty Mentoring Committee in the School of Nursing. Prior to her academic career, Dr. Thomas-Hawkins' engaged in clinical practice as a staff nurse, nurse manager, and advanced practice nurse in acute care and outpatient dialysis settings at the Hospital of the University of Pennsylvania in Philadelphia, PA.

Dr. Thomas-Hawkins was the first researcher to quantify the relationships among nursing structures, work environment support, missed care, and patient outcomes in outpatient dialysis units in the U.S. Her seminal work in this area led to policy changes in the Centers for Medicare and Medicaid Services' Staffing Regulations for dialysis facilities that resulted in registered nurse staffing in U.S. dialysis facilities. Recently, her work has been cited, in numerous media reports, as supporting the proposed *California Dialysis Patient Safety Act* legislation aimed at requiring higher levels of nurse staffing in California outpatient dialysis units. Her current research projects are aimed at 1) determining the facility-level effects of nursing systems and processes on value-based outcomes in dialysis units, and 2) a multistate analysis of the patterns and costs of emergency department visits and revisits among persons with end-stage renal disease.

Dr. Thomas-Hawkins received her basic nursing education diploma from Temple University Hospital School of Nursing. She earned a BSN from Thomas-Jefferson University School of Nursing and an MSN and PhD from the University of Pennsylvania School of Nursing. She was recently selected for an October 2019 induction as a fellow in the American Academy of Nursing.