

*The next generation of leaders*  
**GRADUATES**  
**2020**



invest / influence / impact

# iLEAD

Interprofessional Leadership for Excellence  
and Academic Development

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# A LEGACY OF LEADERSHIP: PREVIOUS GRADUATES

<b>Class of 2000</b>	Ivan Abdouch Virginia Aita Jan Atwood Joel Bessmer Thomas Birk Diane Brage Hudson	Lynne Buchanan Deborah Circo David Crouse Melissa Diers Timothy Durham Cynthia Ellis	Mary Helms Aurelio Matamoros Barbara McCabe Kyle Meyer Marie Reidelbach Dennis Robinson	James Somers Henry St. Germain Paula Termuhlen Roseann Vorce Gary Yee
<b>Class of 2001</b>	Roxanne Alter Samuel Augustine Jeffrey Baldwin J. Bruce Bavitz Joyce Black	Sheila Ellis Linda Fell Kathryn Fiandt Katherine Finkelstein Gerald Groggel	James Harper Carol Lacroix Pascale Lane Audrey Nelson Audrey Paulman	Jose Romero Paul Sammut Rose Schinker Randall Toothaker James Turpen
<b>Class of 2002</b>	Leslie Bruch Lissa Clark Ellen Davis-Hall Brian Finley Howard Gendelman	Jeffrey Harrison Barbara Heywood Polly Hulme Andrew Jameton Joanne Johnson	Ulrich Klein Udaya Kompella Naomi Lacy Richard MacDonald Dennis McNeilly	Keith Mueller Rosaline Olade William Roccaforte Marsha Sullivan Gordon Todd
<b>Class of 2003</b>	Leonard Agneta Mary Froeschle Thomas Grothe	Peter Gwilt Simon Horslen Sreenivas Koka	James Lynch Julie Moreno Karen Nichols	Samuel Pirruccello Toby Schonfeld Richard Walker
<b>Class of 2005</b>	Ronald Attanasio John Benson Liliana Bronner William Chaney Mary Cramer	Diana Curran-Galejs Dominick Dimaio Karen Grigsby Alfred Grovas Kathryn Nickel	Edward O'Leary Prasad Padala U Rao Sanjay Singh Wallace Thoreson	Thai Tran Shinobu Watanabe-Galloway Nizar Wehbi
<b>Class of 2007</b>	Thomas Attard Pamela Bataillon Kerry Bernal Norman Cook	John Davis Shingairai Feresu Sharon Hammer Ruth Margalit	James McClay Nagamani Narayana Keith Olsen Jean Simonson	Debra Sudan Janice Tompkins Susan Wilhelm

**Class of  
2009**

Ann Berger  
Mark Christiansen  
Jose Fernandes Filho  
Patti Fries  
David Hald

Pamela Jones  
Gregory Karst  
Rebecca Keating-Lefler  
Lina Lander  
Audrey Lazenby

Kimberly McFarland  
Kathy Morris  
John Ohnoutka  
Mary Petersen  
Ellen Roberts

R. Brian Stevens  
Alvin Wee  
Rebecca Wester  
Matthew White

**Class of  
2011**

Nancy Basham  
Susan Boust  
Tara Brakke  
Matthew DeVries  
Amber Donnelly  
Edward Fehringer

Janice Flegle  
Toby Free  
Shawn Gibbs  
Teresa Hartman  
Curtis Hartman  
Teresa Hultquist

Jeremy King  
Maria Michaelis  
Connie Miller  
Kalpana Padala  
Babu Padanilam  
Linda Sather

Russell Smith  
Chad Vokoun  
Rana Zabad

**Class of  
2013**

Michele R. Aizenberg  
Jeffrey S. Cooper  
Christopher C. Erickson  
Dee M. Ernesti  
Jenenne A. Geske  
Maurice Godfrey  
Channabasavaiah Gurumurthy

Marnie A. Imhoff  
James F. Jenkins  
Heidi J. Keeler  
Brent D. Khan  
Chad A. LaGrange  
Subodh M. Lele  
Howard Y. Liu

Kevin C. Luczynski  
Oleg N. Militsakh  
Mohan R. Mysore  
Thomas E. Schulte  
Asia E. Sikora  
Laurey Steinke  
Jim P. Stimpson

Thomas R. Strawmier  
Jayesh C. Thakker  
Carol B. Toris  
Michel R. Wagner  
Shirley A. Wiggins  
Ying Yan  
Su-Min Zhou

**Class of  
2015**

Shannon Boerner  
Shilpa Buch  
Joe Choquette  
Bethany DeCarolis  
Amy L. Duhachek-Stapelman  
Greta Duncan Wiebe  
Michelle E. Ellermeier  
Kai Fu

Catherine Gebhart  
Corrine Hanson  
Kim Haynes-Henson  
Marcia Hess Smith  
Daniel W. Johnson  
Katherine J. Jones  
Sarah Keim Janssen  
Suhasini Kotcherlakota

Jessica A. Kozel  
Matthew Lunning  
Kaleb Michaud  
Ashok Mudgapalli  
Audrey E. Nelson  
Amol Patil  
Nicole M. Rodriguez  
Eric Rush

Cody Sasek  
Kari A. Simonsen  
Jennifer Swantek  
Geoffrey A. Talmon  
Austin Thompson  
Toby Warden  
Sylvia Ziegenbein

**Class of  
2017**

Elizabeth Beam  
Thomas Brooks  
Christopher Gillis  
Siddappa N. Byrareddy  
Martina A. Clarke  
Martin Conda-Sheridan  
Heather Cook-Mikkelsen

Wael M. F. ElRayes  
Alissa V. Fial  
Babu Guda  
Nicholas Guenzel  
Faye Haggard  
Tanvir Hussain  
Perry Johnson

Susan Kelly  
Victoria Kennel  
Shelby Kutty  
Robyn Mendenhall  
Kimberly Michael  
DJ Murry  
Arwa Nasir

Amy Nordness  
Kyle Ringenberg  
P.J. Schenarts  
Lisa L. Schlitzkus  
Daniel Surdell  
Melonie S. Welsh



## **Alëna A. Balasanova, MD, FAPA**

Department of Psychiatry, College of Medicine

### **What are your leadership aspirations for the future?**

I would first like to expand my scope of influence as a clinician educator with increasing levels of responsibility in undergraduate and graduate medical education. In time, I also anticipate amplifying my current efforts to engage relevant stakeholders in evaluating processes to enhance and improve the status quo for teaching and training tomorrow's healthcare leaders. My primary focus is on policies around clinical care of patients with substance use disorders and other mental illness.

### **Why did you join iLEAD?**

I think at my core, I found iLEAD to be the best next step for me to gain a better understanding of my personal leadership style because with that I could learn how to optimally harness my personal life experiences, and the strengths and weaknesses that come from them, to lead change in transforming clinical education and medical practice. My overarching goal for entering the iLEAD program was to learn how to lead effectively in my pursuit of transforming the healthcare landscape.

### **Impact of iLEAD on yourself**

My previous opportunities to practice leadership skills have been without a strategic focus on the nuances that I will need to be fluent in for a successful and fulfilling career. Participating in iLEAD has helped me to better define and focus my vision in both a personal and professional sense. On a completely personal note, the iLEAD program has allowed me to get to know individuals with whom I may otherwise not cross paths on campus, and to learn, grow, and expand my worldview from their experiences and our teamwork together.

### **Impact of iLEAD on UNMC**

The collaboration opportunities fostered by the iLEAD program are truly endless – from collaborating on a manuscript to a curbside clinical consult from your small group colleague. As an institution, UNMC benefits tremendously by reaping the fruits of investing in its talented leaders through the iLEAD program.

### **»» Opioid Withdrawal Protocol and Order Set**

My project centers on developing and implementing an inpatient opioid withdrawal protocol and electronic orderset, including incorporation of the Clinical Opioid Withdrawal Scale (COWS) for the hospital. The lack of a standardized protocol for screening and treatment of patients with opioid withdrawal is a safety concern, and implementing this workflow is the missing link to ensure we are providing the standard of care. I performed initial background research on evidence-based protocols at similar institutions and clinical guidelines in the literature. I presented my proposal to the Clinical Governance Committee, who voted to prioritize the project and to allocate resources for its development. Initial work is soon to begin on creating the technological infrastructure for the orderset.

### **»» Strengths**

1. Competition
2. Learner
3. Achiever
4. Discipline
5. Harmony





## »» Employee Engagement Survey Results-Taking challenges and Creating Opportunities

Results from the Western Nebraska Division of the College of Nursing's Employee Engagement Survey were presented to faculty and staff. Once the data was presented (Positive, Negative, Neutral), the faculty and staff collaborated with the Assistant Dean to determine how to prioritize the data and develop strategies for selecting the top 3 areas of improvement and developing a plan to meet the expected outcomes decided by the division.

## »» Strengths

1. Arranger
2. Responsibility
3. Connectedness
4. Learner
5. Belief

## Kelly J. Betts EdD, APRN, CPNP-BC, CNE

### College of Nursing

### What are your leadership aspirations for the future?

To be an intentional, transformational leader and be the type of leader that people want to work with. To use my leadership skills in a way that will motivate and empower people to be their best and not be afraid to share their knowledge, skills, and abilities with others.

### Why did you join iLEAD?

To become more comfortable with new leadership ideas and challenges. To better understand how to lead with intention, and to network with others who aspire to be great leaders.

### Impact of iLEAD on yourself

One of the biggest things that iLead has taught me is how to face those things that are uncomfortable in my duties as a leader. The very first meeting and guest speaker on the topic of Unconscious Bias was an amazing "aha" moment for me as a person and a future leader. Just learning about my personal strengths and weaknesses through the personal profiles we completed really resonated with me. It was amazing to be a part of a group of people who were so passionate about being good leaders.

### Impact of iLEAD on UNMC

With the COVID-19 pandemic, our world changed overnight. Everything we thought was "normal" is no longer the same. My participation in the iLead program gave me tools that I can use to adapt to all the changes that occur daily. I have learned that flexibility is the key to adaptation in these times of change. I have also learned that understanding and listening to people and their perspectives help me to understand the landscape in which they see as their reality. Through these tough times during the pandemic, in some way, shape, or form, we have all had to lean on each other and be willing to listen, support, and encourage others so that we can all get through these tough times together. It is through tough times that we all fail, stumble, and have to make tough decisions, but at the end of the day, it's these things that make us stronger.



## **Danish Bhatti, MD, FAAN**

Department of Neurological Sciences, College of Medicine

### **What are your leadership aspirations for the future?**

Bring Neurology skills to all physicians in the remotest part of the world to improve neurology care.

### **Why did you join iLEAD?**

I realized I have significant gaps in my skills and I knew there are known unknowns and unknown unknowns. I have seen first hand the extraordinary impact of coaching through my experience of participation in the Performance in Teaching Series (PITS) workshop in 2017 at UNMC.

### **Impact of iLEAD on yourself**

I am more confident and aware of my abilities and at the same time have much more gratitude for the people who have mentored me and the teams that make me successful. I voice my thanks and gratitude more often. I feel more satisfied with what I am doing and more sure of what I want to do and could do. I am more open to working in teams and better at delegating work to others as I trust myself more that I will be able to work with them and more thankful of others doing work for me and more successful in recruiting them. I feel more driven and have a clarity of purpose and goal.

### **Impact of iLEAD on your area of work**

I was able to quickly adapt to challenge of CoVID and used it as an opportunity to successfully pivot a skills workshop for Medical students at UNMC to a virtual experience; started CoVID webinar series for developing countries with over 50 webinars delivered, launched a webinar series for critical care nursing for Pakistan and critical care case discussions. It has shown me my strengths and given me the skills to recruit and manage teams and work with multiple groups of physicians each working on different projects.

### **»» Online Education in Neurology**

Teaching physicians online to empower those serving the most underserved areas and the neediest. The best learning is that occurs in your working environment, using your own case examples through targeted feedback and making you self directed learner. My leadership project was to develop skills and networks that will lead to multiple online educational courses for trainees and physicians at all levels for bedside neurology. My goal was to find ways to increase the faculty team working on projects, engage collaborators to spread the word, and attract an audience to the courses using skills of team management, negotiation, time boxing, conflict resolution, and strength finding.

### **»» Strengths**

1. Learner
2. Deliberative
3. Relator
4. Restorative
5. Intellection





## Kelly Cawcutt, MD, MS, FACP

Department of Medicine, Division of Infectious Diseases,  
College of Medicine

### What are your leadership aspirations for the future?

As an evolving leader, I aspire to move into more administrative roles within the organization. Among my identified strengths are strategic planning, organization and communication. I plan to leverage these skills in the future to continue to improve the execution and quality of care delivered to patients.

### »» Protocol Development for Personal Protective Equipment and Peri-Operative Services in the COVID-19 Pandemic

Due to unforeseen logistical issues, my initial online faculty development course for physicians in greater Nebraska was aborted in late 2019. My leadership project subsequently evolved with the COVID-19 pandemic to develop organizational guidance and protocols on personal protective equipment (PPE) and COVID-19 test utilization in our diverse procedural areas in order to address healthcare worker and patient safety, ongoing clinical need for procedures, and the many shortages of PPE and testing that impacted delivery of care.

### »» Strengths

1. Strategic
2. Relator
3. Restorative
4. Intellection
5. Deliberative

### Why did you join iLEAD?

As a junior faculty member, iLead was an opportunity to improve my self-awareness regarding my own strengths and weaknesses, which is truly required for ongoing developing as an evolving physician leader. I recognized my own desire to advance in leadership and iLead provided a curriculum to build upon my skill and learn to leverage my strengths more effectively.

### Impact of iLEAD on yourself

Personally, iLead impacted me significantly very early on. Completing Strengths Finder and Myers-Briggs testing was very enlightening for me. Many of my identified 'strengths' were the exact traits I had been criticized for in the past. Understanding this help me embrace my strengths, acknowledge my weaknesses and response to critique more effectively. I also found that this level of understanding helped me lead in ways that were more authentic to myself, as opposed to leading based on the expectations of others. This deeper self-awareness helped me focus my learning more effectively within our different modules in iLead, to understand more regarding collaborative projects and how to help leverage the different skills of colleagues effectively, and provides a framework for me to reflect on going forward.

### Impact of iLEAD on UNMC

As an organization with a mission to be a world leader, iLead training enhances the skills and collaborative work amongst emerging leaders that is required to achieve, and maintain, that goal. The application of leadership skills increases the capacity of each of us to drive toward this goal within our respective areas of practice.



## »» Growing Distance Education in the College of Allied Health Professions

The goal of my iLead project was to enhance and improve the Bachelor of Science in Medical Imaging and Therapeutic Sciences (BSMITS) Degree Advancement Option (DAO). This included creating a framework for advising and admitting students along with creating pathways for expansion of enrollment within the option.

## »» Strengths

1. Discipline
2. Achiever
3. Harmony
4. Relator
5. Responsibility

## Tanya Custer, MS, RT(R)(T)

Department of Clinical, Diagnostic, & Therapeutic Sciences,  
College of Allied Health Professions

### What are your leadership aspirations for the future?

More than ever, the last few months have brought to light the importance of high-quality online education. iLead graduation day is not the end, but the beginning of a new journey. As a leader, I will focus my leadership skills to ensure the delivery of high-quality online education not only within my college, but throughout the university.

### Why did you join iLEAD?

I joined iLEAD to motivate myself as a leader to reach outside my comfort zone. This leadership journey provided the opportunity to surround myself with like-minded colleagues who have a vested interest and desire to improve their leadership skills.

### Impact of iLEAD on yourself

Personally, iLead has helped me to understand the importance of working outside of a silo. I am a disciplined achiever who tends to bunker down and work, work, work independently. iLead has focused my attention on the importance of gaining insight and ideas from others and the importance of networking to enhance leadership.

### Impact of iLEAD on your area of work

The iLead program has impacted me in many ways, but I think most of all it has helped me to find my “why.” It has lead me to realize my potential and to plan out the next phase of my leadership journey here at UNMC. Over a year ago, as part of my iLead application, I was asked to list my ultimate career leadership goals. A leadership role where I could make an impact on online learning and distance education was one of my goals. I am proud to say that I have acquired a leadership role within CAHP which will allow me to fulfill this goal.



## **Dalia ElGamal, PhD**

Eppley Institute for Cancer Research

### »» **Together Against Cancer Campaign**

To establish an annual fundraising event to support cancer research at UNMC. “Together Against Cancer Campaign” would be a recurring event to gather funds in support of all cancer-related initiatives at UNMC – from science on the lab bench to scholarship awards for talented junior scientists. The event would also support UNMC’s outreach efforts to educate our community about cancer and its prevention.

### »» **Strengths**

1. Harmony
2. Achiever
3. Responsibility
4. Context
5. Adaptability

### **What are your leadership aspirations for the future?**

I wish to not only continue to guide my research team as we navigate our scientific challenges in the field of cancer biology and therapies, but also to lead a sustained community outreach and fundraising effort to involve our community in our scientific mission; inspire the scientist in them thus potentially encouraging more people to consider science as a profession; and last but not least allow everyone to support UNMC’s efforts to combat cancer anyway they can though an annual fundraising event.

### **Why did you join iLEAD?**

To discover the leader within and learn how to empower myself to lead.

### **Impact of iLEAD on yourself**

iLEAD has allowed me to think outside my comfort zone and to challenge myself more. iLEAD has also helped me dig deep to comprehend the “bigger” picture.

### **Impact of iLEAD on your area of work**

iLEAD has taught me to utilize all the resources from the leaders toolbox. This enables me to make tough decisions efficiently and encourage my team to best benefit from their strengths to accomplish the task at hand.



## **Abbey Fingeret, MD, MHPTT**

Department of Surgery, College of Medicine

### **What are your leadership aspirations for the future?**

I aspire to continue to grow as a surgeon, educator, and leader at UNMC. Using the strong foundation I gained from my experiential learning with the iLEAD community I hope to apply by skills to new leadership opportunities and challenges within the College of Medicine.

### **»» Implementation of a Post-Procedure Safety Debrief**

I created the Post-Procedure Safety Debrief to fill an unmet need I observed though my patient care activities. This program was piloted in the outpatient surgical centers with positive feedback from providers and colleagues. Following this successful pilot, the Safety Debrief was implemented to all procedural areas within Nebraska Medicine.

### **»» Strengths**

1. Learner
2. Achiever
3. Activator
4. Discipline
5. Input

### **Why did you join iLEAD?**

I joined iLEAD to further my knowledge of effective leadership practices and create lasting connections with colleagues throughout UNMC.

### **Impact of iLEAD on yourself**

Prior to the iLEAD program I had a more conventional and stereotyped definition of a leader and effective leadership. The well curated program has challenged me to discard these antiquated notions and redefine leadership as an interaction rather than a role. I have gained insight to my strengths as a leader and communicator and identified specific areas for focused improvement. I have made critical and lasting connections with other leaders that have inspired and motivated me to continue my journey with purpose and intention.

### **Impact of iLEAD on your area of work**

The deliberate practice of leadership is the most impactful element of iLEAD on my clinical and administrative work. Being present, being insightful, and being reflective are fundamental skills I now apply to all of my professional interactions. Because of this framework I feel prepared to contribute as a leader and to continue to self-appraise and improve.



## Allison Grennan, PhD

Munroe-Meyer Institute

### What are your leadership aspirations for the future?

I hope to continue in my role directing the internship training program to train the future workforce of psychologists in integrated behavioral health, school mental health, and behavioral pediatrics. In the future, I hope to continue serving in educationally-related roles and initiatives within our department, MMI, and UNMC. I also hope to sustain and grow my involvement in regional and national organizations to advance behavioral health training and workforce development.

### »» Enhancing Psychology Training Via a Trainee-Led Telehealth Behavioral Consultative Clinic to Meet Mental Health Needs During Covid-19

This project started as an initiative to enhance the training experiences of pre-doctoral interns by building a trainee-led clinic serving high-need, underserved children, youth and families. With the onset of COVID-19, it became clear that the pandemic could significantly impact many families' ability to access critical mental health resources, and this training initiative pivoted in response. Dr. Jennifer Burt and I teamed to gather faculty and engage our psychology interns and postdoctoral fellows to develop a free, telehealth behavioral consultative clinic in order to improve access to critical mental health resources and increase opportunities for our trainees to continue supervised clinical experiences to meet their training program requirements.

### »» Strengths

1. Developer
2. Woo
3. Empathy
4. Learner
5. Positivity

### Why did you join iLEAD?

I joined iLead to learn more about my strengths and areas for improvement as a leader, broaden and strengthen my leadership skills, and connect and network with other faculty and leaders at UNMC.

### Impact of iLEAD on yourself

Through iLEAD, I gained skills and knowledge from the content and immersive, reflective process with other faculty in the cohort. iLEAD has helped me think carefully about strengths-based leadership, effective communication, and building strong teams. I have also grown my professional network and faculty community.

### Impact of iLEAD on UNMC

iLEAD strategically develops leadership skills, knowledge, and relationships between and among faculty from across UNMC who are able to learn from experts in the organization and from each other. iLEAD also develops a network of leaders who are more poised for collaboration in education, research, and clinical service delivery in alignment with the UNMC mission.



## Kim Harp, MLS

Leon S. McGoogan Health Sciences Library

### What are your leadership aspirations for the future?

I aspire to continue to “lead from within.” I receive professional fulfillment when I see that my colleagues grow their skills and contribute to the forward motion of the Library profession. I will utilize the skills gained through iLEAD to mentor new library staff and faculty both within and outside of the Nebraska University system. I will continue to grow my niche as an “instructional librarian.”

### »» Course Design, Assessment of Student Learning, and Instructional Evaluation of the Library Instructional One-shot Session

McGoogan Health Sciences Library specializes in one-time short instructional sessions focused on research, covering a broad variety of subjects and disciplines at UNMC. In the course of this project led by Kim Harp, the Education & Research Services team and Library administration collaborated to develop procedures and steps library faculty should take to develop a one-shot instruction, how we should assess student learning, and evaluate our own instruction. The project resulted in a detailed set of procedures, faculty inservices, and a website that includes written and video tutorials. This project is being expanded into full library faculty development workshops led by Kim Harp.

### »» Strengths

1. Learner
2. Responsibility
3. Individualization
4. Harmony
5. Arranger

### Why did you join iLEAD?

When I joined UNMC, I was pleased to see that there is a culture that encourages faculty development and leadership advancement. Leadership was a skill that I knew I lacked and I knew this was the environment where I could gain new knowledge on leadership skills and actually be able to apply them at a future date. iLEAD did not dissappoint.

### Impact of iLEAD on yourself

Throughout the course of iLEAD, I developed deep reflection skills which helped me to honestly critique my own strengths as a leader and to identify areas of opportunity. My confidence as an academic professional grew and I now wear the mantle of my titles without any feelings of falsity.

### Impact of iLEAD on UNMC

My participation in iLEAD led our library to develop methods that will strengthen our reflective instruction, in turn, leading students who produce quality research at UNMC. More reflective instruction will lead to improved information literacy skills in UNMC graduates who will have the skills to utilize evidence based medicine and evidence based practice to innovate methods for improved patient care. iLEAD gave me the confidence to advocate for collaboration with Nebraska Medicine to gain access to library resources for all staff without faculty access. This ensured that barriers to evidence-based research for quality initiatives and implementation of evidence-based practice were lifted.





## Corey R. Hopkins, PhD

Department of Pharmaceutical Sciences, College of Pharmacy

### What are your leadership aspirations for the future?

My leadership aspirations for the future are to move into more advanced leadership positions within the College of Pharmacy and the wider UNMC/NU system. I will use the leadership skills learned through iLead to further my career and be able to better understand others' roles and strengths within the organization.

### »» Development of a Center for Drug Discovery

My goal for the iLead project was the development of a Center for Drug Discovery for the UNMC campus (and for the larger NU system). I have been working with multiple stake holders (faculty members, leadership, UneMed) in order to facilitate the creation and development of the Center over the past year. As part of this, I have joined the Executive Board of the larger Nebraska Drug Development Pipeline which was included in the Nebraska Big Idea initiative.

### »» Strengths

1. Achiever
2. Relator
3. Learner
4. Input
5. Analytical

### Why did you join iLEAD?

In order to expand my network of peer leaders as well as to engage the leadership within UNMC to gain a broader knowledge of the university and the leadership possibilities.

### Impact of iLEAD on yourself

iLead has significantly expanded my professional network within UNMC beyond what would have been possible prior. This has led to collaborations scientifically as well as personal.

### Impact of iLEAD on UNMC

The program allowed myself to get better acquainted with how UNMC leadership is structured as well as how the organization is run. This will benefit my future career at UNMC by having an understanding of the intricacies of the organization.



## Shaun Horak, DMSc, PA-C

Division of Physician Assistant Education, College of Allied Health Professions

### What are your leadership aspirations for the future?

I hope to continue to foster interprofessional relations and curricular development. The newly acquired leadership skills will aid in active conversation and listening.

### »» Fostering Life-long Education for Physician Assistants

To advance health care delivery and leadership by providing augmented education and training to physician assistants who seek to further their professional and clinical expertise through building on existing knowledge, expanding clinical aptitude, and creating scholarly contributions. The UNMC DMSc program believes that every student should hold and ingrain into their daily life the six core values- innovation, teamwork, excellence, accountability, courage, and healing (ITEACH).

### »» Strengths

1. Restorative
2. Individualization
3. Arranger
4. Ideation
5. Relator

### Why did you join iLEAD?

To hone my leadership skills by building on a fundamental base knowledge.

### Impact of iLEAD on yourself

The iLEAD program has fostered an atmosphere of networking that enabled personal and professional relationships to flourish.

### Impact of iLEAD on your area of work

The iLEAD program facilitated significant self-reflection on my personal & professional journey.

### Impact of iLEAD on UNMC

The iLEAD program promoted active listening and dialogue that will facilitate the development of future education endeavors for the University, such as a new doctoral program for Physician Assistants. This doctoral program will further augment the education of Physician Assistants to provide exceptional patient care and leadership to organizations.



## Andrew Ingemansen, MD

College of Medicine

### What are your leadership aspirations for the future?

I would like to grow as a leader in the Department of Anesthesiology as well as work as a leader at Nebraska Medicine - Bellevue. Through committee memberships as well as collaborating with other physicians and administrators I plan to work as a leader for our institution.

### »» A Roadmap for the OR Growth at Nebraska Medicine - Bellevue

My project is to develop a plan for OR expansion at Nebraska Medicine - Bellevue. Through collaboration with administration, department leaders, surgeons, colleagues and staff we have worked to identify areas of growth and look at creative or necessary changes to promote the advancement of our enterprise.

### »» Strengths

1. Analytical
2. Intellection
3. Input
4. Deliberative
5. Relator

### Why did you join iLEAD?

I joined iLEAD to gain the tools necessary to further my career as well as expand my network through the university.

### Impact of iLEAD on yourself

On a personal level, iLEAD has helped to develop the skills to of being a leader and a team member. iLEAD showed the importance of understanding that everyone not only has different talents at their disposal to help lead, but also it is important to understand how to identify and maximize the strengths of the people around you. With all the people I have met in the iLEAD program, it has helped me to appreciate others expertise as well as be able to offer my talents.

### Impact of iLEAD on your area of work

On a professional level, iLEAD has helped me to develop skills and ideas needed for my professional growth. With the dynamic speakers and lectures as well as the introspective discussions during our small groups, I feel this year of iLEAD has helped me to build a solid foundation that I can continue to hone through my career at Nebraska Medicine.



## Jolene Johnson, EdD

Munroe-Meyer Institute Education and Child Development

### What are your leadership aspirations for the future?

I hope to use my leadership skills by continuing to build relationships and bring in contracts for the department by increasing the capacity of the team and marketing our diverse expertise.

### »» Marketing the Diverse Skills and Expertise of the Education and Child Development Department

The Education and Child Development department has diverse skills in training, program evaluation and interventions. However, the current website and other marketing materials do not adequately describe nor represent the skills. This presentation will discuss ways to market the department in order to compete with other entities.

### »» Strengths

1. Ideation
2. Strategic
3. Individualization
4. Relator
5. Activator

### Why did you join iLEAD?

I was excited to learn from university leaders and to network with upcoming university leaders.

### Impact of iLEAD on yourself

iLEAD helped to inspire and inform the type of leader I'd like to be. I was inspired by the messages and work ethic of the leaders who came and shared their experiences and wisdom with the group.

### Impact of iLEAD on your area of work

iLEAD helped push me in certain areas that I needed to be pushed on for leading the department. I appreciated all of the resources and provocations presented to us during the times together.

### Impact of iLEAD on UNMC

Working with leaders and hearing the ideas and passion from colleagues helped me to be innovative and to realize we need to push the envelope, be creative and to continue advocating for excellence.



## **T.J. Lockhart, MD**

Department of Anesthesiology, College of Medicine

### **What are your leadership aspirations for the future?**

I hope to continue to grow in my educational and clinical roles at UNMC and CHMC. Expanding beyond my department to work with teams from all areas continues to motivate me to work harder. It is known that the knowledge base for students continues to broaden and the time to teach all material is shrinking. Ultimately, I envision a role with UNMC that combines my passion for education through simulation with new curriculum design to be able to effectively teach, show competence, and then move on to achieve excellence.

### **Why did you join iLEAD?**

I was most interested in developing my own personal leadership style. I wanted to use iLEAD to help analyze my own strengths and weaknesses so I could focus on what I do well and reinforce any weaker points, especially in the area of conflict management and negotiation. Promoting the idea of 'followership' was also very powerful and something any strong leader should embrace. Creating reasons for people to want to surround you and work with you is enticing and something I wanted iLEAD to help me explore.

### **Impact of iLEAD on yourself**

I have always been a 'yes' person but knew that a leader also has to say "no." iLEAD helped me gain my voice by supplying tools and techniques to be able to strengthen my abilities to prioritize, innovate, and manage both individuals and groups. It helped me become a leader that others hopefully want to follow and one with a voice to speak up for what I think is needed.

### **Impact of iLEAD on your area of work**

One of the most powerful discoveries that iLEAD gave me relates to uncovering my own biases. It is enlightening how these may unconsciously affect my daily decision making and my overall interaction with others both at home and work. I am now actively trying to make the 'unconscious conscious' through my interactions with my patients, colleagues, and even friends.

### **» Enhancing the Pediatric Perioperative Experience at Nebraska Medicine**

My aim is to make the perioperative pediatric experience at Nebraska Medicine a smoother process for patients and their families, hopefully equating to an enhanced experience for staff as well.

### **» Strengths**

1. Consistency
2. Includer
3. Harmony
4. Achiever
5. Significance



## Jasmine R Marcelin, MD, FACP

Division of Infectious Diseases, Department of Internal Medicine, College of Medicine

### What are your leadership aspirations for the future?

My consistent leadership aspiration has been to be a leader that is a change agent for diversity, inclusion, and equity. As a Black woman physician I want to use my leadership to inspire others like me to enter the field of medicine. My immediate career leadership goal is to successfully reimagine IM residency program recruiting at UNMC and play a significant role in not only creating a diverse residency program, but also cultivating an equitable, inclusive, and antiracist environment for all of our residents and students to flourish. My short term career leadership goals are to rise through ranks of leadership to presidency in my national specialty society and promote IDSA as an equitable, inclusive, and antiracist organization.

### Why did you join iLEAD?

I joined iLEAD because it was a unique opportunity for me to identify ways to take advantage of my leadership strengths to facilitate my continued professional growth towards not only advancing in academic rank but also leadership goals towards being a diversity and inclusion change agent in my specialty and my organization.

### Impact of iLEAD on yourself

iLEAD has made the largest impact on my confidence in reaching out to and connecting with leaders and decision-makers from the frame of reference of a colleague (rather than a subordinate). The “expand your influence” exercises gave me the permission to be bold in this way, and has resulted in multiple meaningful conversations with leaders that not only helped me to understand this institution (and academic medicine) better, but also helped me to reflect on what kind of open leadership style I want to exude.

### Impact of iLEAD on UNMC

Several of my iLEAD connections led to building networks resulting in speaking invitations for Grand Rounds and local/national webinars relating to COVID-19, health disparities, and racism in healthcare.

### »» Developing an Inclusive and Varied Environment for Residents, Students and Educators (DIVERSE)

My iLEAD project involved creating and leading a taskforce within the department of Internal Medicine: The Developing an Inclusive and Varied Environment for Residents, Students and Educators (DIVERSE) Taskforce. Our mission: “To transform our residency into one that reflects the diversity of our patient population and ensure that our residency provides an inclusive environment for residents to succeed.” The goal is that any success we can demonstrate can be applied across the GME for more campus-wide efforts to ensure that UNMC is a diverse, inclusive, and antiracist environment for students, residents, and faculty to learn, train, and work.

### »» Strengths

1. Input
2. Learner
3. Responsibility
4. Achiever
5. Command





## Jessica Maxwell, MD, MSc, FRCSC, FACS

Department of Surgery, College of Medicine

### What are your leadership aspirations for the future?

I would like to continue to grow our nationally-accredited breast program by extending our reach in order to serve more breast cancer patients state wide. Specifically, I would like to grow our outreach to underserved communities. My aim is to strengthen our existing relationships with referring providers and build new referral patterns through physician outreach. Within our walls, I would like to build a program where all members feel heard. I aim to increase provider satisfaction through the initiation of new technology, increased volume, and continuation of our team based, multidisciplinary approach to care.

### »» Breast Program Leadership Transition

My leadership project focused on my evolution from associate medical director of the Breast Oncology Program to full directorship. With the support of my breast program colleagues, department chair, and the tools I received from iLEAD, my goal was to complete a smooth transition into this role by July 2020. My overarching initiative was to maintain the previously developed success and reputation of the program while allowing for change and flexibility.

### »» Strengths

1. Empathy
2. Restorative
3. Harmony
4. Communication
5. Consistency

### Why did you join iLEAD?

I joined iLEAD in order to learn about myself as a leader, and understand how to use those skills to better my program and my work environment. My aim was to prepare for my new leadership role with as many tools as possible. I also joined to develop confidence in my ability to lead, and to network with other future leaders of our institution.

### Impact of iLEAD on yourself

iLEAD has taught me a great deal about my professional self. As a surgeon, I had often assumed that my strengths, such as communication, consistency, harmony, restoration, and empathy, were actually weaknesses in the leadership world. Learning how to harness these personality traits as strengths has helped me develop confidence as a leader, which has spilled over into the clinical and educational aspects of my career as well. I feel that I am a more well-rounded leader, clinician, and teacher after iLEAD.

### Impact of iLEAD on your area of work

iLEAD has allowed me to examine my communication style and understand how my strengths and weaknesses factor into personal relationships. The program has allowed me to become more introspective in considering how I relate to others. I have also developed a wonderful friendship and support network through my iLEAD colleagues.



## Tzeyu Michaud, PhD

College of Public Health

### What are your leadership aspirations for the future?

I would like to use my leadership skills across the research cycle, from generating the research topic, study design, preparation of grant funding submission, implementation of projects, to dissemination of the research products.

### »» Developing Practical Economic Evaluation and Time-Activity Tracking Systems for Dissemination and Implementation Strategies

Lacking a system approach to gather and report costs of strategies that promote the uptake of evidence-based programs impedes the application of comparative economic evaluation of implementation. Our project will create a cost reporting, along with time-activity tracking system, for dissemination and implementation strategies. We will test this approach to facilitate researchers to collect, report, and conduct economic analyses of implementation strategies, approaches or techniques used to enhance the adoption, implementation, sustainment, and spread of an innovation.

### »» Strengths

1. Restorative
2. Harmony
3. Deliberative
4. Learner
5. Achiever

### Why did you join iLEAD?

The ability to communicate is considered one of the critical skills for career advancement. The reason why I joined iLEAD is to hone my communication skills to be able to clearly and succinctly describe/relate my vision/idea/plan to others/ my teams.

### Impact of iLEAD on yourself

The iLEAD program provides a great opportunity to meet amazing people from different disciplines. I realize that everyone in the program has the ability to lead but may have different leadership styles. Stepping out of one's comfort zone and being different has been challenging and continues to challenge me as I continue to try new programs and activities that put me at initial unease.

### Impact of iLEAD on UNMC

iLEAD prepared us to master the art of team science by knowing team members' strengths and to create a positive and benign work culture and environment. Through this process, we can provide better care and translate knowledge more rapidly to make an impact on population health.



## Amelia Nelson Sheese, PhD, ABPP

Department of Neurological Sciences, College of Medicine

### »» Expanding Specialty Training and Building Education Collaborations in Nebraska: Development of a UNMC/ UNL Neuropsychology Practicum Program

Specialty training in Neuropsychology is limited in Nebraska, and recruitment of Clinical Neuropsychologists in our state is challenging. Development of a pre-doctoral Neuropsychology practicum program at UNMC for UNL graduate students will derive several far-reaching benefits, including opportunities to: 1) expand Neuropsychology training here, 2) build education collaborations between universities, 3) possibly recruit Neuropsychology faculty candidates with a specific interest in education/ training, and 4) potentially “grow our own” Neuropsychologists in order to improve recruitment and retention in the state.

### »» Strengths

1. Restorative
2. Learner
3. Intellection
4. Input
5. Discipline

### What are your leadership aspirations for the future?

In my leadership roles as Neuropsychology division chief and training director, I hope to improve access to Clinical Neuropsychology services for Nebraska patients by further developing clinical programs and outreach activities. I also hope to grow training opportunities in Neuropsychology and to build relationships with other providers and educators across our UNMC campus (and other facilities in the state).

### Why did you join iLEAD?

I joined iLEAD to strengthen my leadership skills, to further flesh out my vision for my leadership role, and to build peer-to-peer mentorship relationships with other developing leaders at UNMC.

### Impact of iLEAD on yourself

Leaders (including myself) tend to be very busy, so their focus tends to be outward – on those they lead, rather than on themselves. iLEAD provided a space for me to slow down and reflect on my own leadership strengths and weaknesses, along with opportunities to learn about and explore leadership styles and techniques that I may not have otherwise considered.

### Impact of iLEAD on your area of work

The biggest benefit I derived from iLEAD was the opportunity to network with other emerging leaders on campus. It was invaluable to see and hear how others thrive within our culture and system and to share leadership strategies, advice, and support with one another! These relationships not only benefitted those of us in the iLEAD cohort directly, but they will have a far-reaching impact to our patients and students for years to come!



## **James C. Padussis MD, FACS**

Department of Surgery, College of Medicine

### **What are your leadership aspirations for the future?**

I have obtained several new leadership positions while in the iLead program. I have taken over the role of M3 surgery clerkship director recently and this has accelerated my aspirations in medical student education.

### **»» Development of a Minimally Invasive Robotic Hepatopancreatobiliary Surgery Program at UNMC**

My iLEAD project was to develop a minimally invasive robotic HPB surgery program at UNMC to remove benign and malignant tumors of the stomach, liver, bile ducts and gallbladder. I used my leadership training to develop an expert surgical team, advance our interest with hospital leadership and collaborate with industry to create a novel program for our region.

### **»» Strengths**

1. Context
2. Deliberative
3. Learner
4. Harmony
5. Relator

### **Why did you join iLEAD?**

I joined iLead because prior to this course I have received very little formal leadership training. At the same time, I have acquired new administrative positions within UNMC and Nebraska Medicine. I was hoping to gain a skill set to successfully lead my teams in a productive and enjoyable fashion.

### **Impact of iLEAD on yourself**

The iLEAD course encourages you first to look within. To understand your strengths, your assets so that you may lead others. This introspection was beneficial and I have a better understanding of the leader I want to be.

### **Impact of iLEAD on your area of work**

I once thought my calm demeanor and modesty were detriments to me becoming an effective leader. I learned through iLEAD to utilize these strengths and have become much more successful.

### **Impact of iLEAD on UNMC**

I now see my potential as an innovator within the Cancer Center and in the Department of Surgery. My calm demeanor, excellent listening skills and strong clinical experience, make me a natural leader within the division. I have no doubt I will be more successful at both the local and national level having completed the iLEAD curriculum.



## »» How Does Your Brain Work?

The average human brain weight is 3 pounds, and there are more than 100 billion neural cells in the brain. Neuropsychology cognitive testing can show us normal brain operation and deficits in brain functioning with diseases such as traumatic brain injury (TBI) and Alzheimer's Disease (AD). This poster from UNMC Neuropsychology summarizes our latest understanding of how the human brain works for a general audience.

## »» Strengths

1. Input
2. Responsibility
3. Futuristic
4. Intellection
5. Learner

## Vaishali Phatak, PhD, ABPP

Department of Neurological Sciences, College of Medicine

### What are your leadership aspirations for the future?

My leadership vision for brain-behavior research from 2020-2040 applies two directly opposite, and yet complementary, neuropsychology theories of human thought to medical care: (1) specialization, such that each person receives individualized care because every person is unique and (2) abstraction, such that all people are treated equally because we are all the same. My immediate goals in 2020 are telehealth and COVID-19 pandemic anxiety responses for clinical providers, individual patients, and the broader community.

### Why did you join iLEAD?

My mid-career goal is to expand the outreach from my 12+ years of clinical experience in which I've conducted over 2500 neuropsychology patient evaluations at academic research hospitals since Oct. 2007. I want to learn leadership and network with UNMC faculty in order to help the broadest group of people possible through patient education, clinician training, public education, and repeatable scientific studies about brain and behavior.

### Impact of iLEAD on your area of work

iLEAD has taught me skills that I can apply for collaboration projects throughout Nebraska and the Great Plains region, including working with rural patient populations. During my career and training, I have effectively sought out a broad perspective and clinical grounding about diverse populations in all aspects across the country—including geographic diversity, socioeconomic status (SES) diversity, and cultural diversity.

### Impact of iLEAD on UNMC

At UNMC, I teach and mentor postdocs, residents, nursing staff, graduate students, and medical students. I enjoy the mission of outreach and have strived throughout my academic career to generate opportunities to communicate with the public. I am on the Executive Committee of the Nebraska Brain Injury Advisory Council. I am currently leading the effort to organize clinical services, teaching, and outreach for the UNMC Brain Injury Program within Neurological Sciences.



## Alicia Schiller, PhD

College of Medicine

### What are your leadership aspirations for the future?

My leadership aspirations are to acquire the skills to build and lead highly successful, competent, and, most importantly, happy teams.

### Why did you join iLEAD?

I joined iLead because it has become very clear to me that career, and even personal advancement, require leadership skills and development. Having the opportunity to be formally engaged in leadership training with known colleagues, while getting to know new colleagues was an opportunity I did not want to pass up.

### Impact of iLEAD on yourself

On a personal level, iLead has motivated me grow as well, by showcasing skills, a personal level of awareness and attitude I desire to have more of!

### Impact of iLEAD on your area of work

iLead has impacted me professionally by making me more aware of my strengths and weaknesses, while also allowing me to see areas of opportunity for me to quickly improve in. I have wanted to take more risks and challenges, as I am encouraged that this is one of the best ways to grow.

### Impact of iLEAD on UNMC

As a junior faculty member, I see more everyday the importance leadership skills have in virtually all areas of our work. I understand that for in order for me to succeed, it is crucial for me to develop functional teams. By passing the skills down I have learned personally to others, my hope is they will be able to do the same. This process is synergistic and will trickle through UNMC's efforts to provide high-quality education, research and patient care.

## »» Opportunity in Crisis: The Shake Up of Science during a Global Pandemic

The unprecedented challenges of the current global pandemic are far reaching and have impacted aspects of virtually everyone we are in contact with lives. In academic medicine, we have witnessed the particular strain placed on the clinical, educational and scientific aspects of our daily pursuits. My leadership project highlights the specific challenges felt by Scientists and the leadership skills that are critical in weathering, and thriving, in our current, and possibly long lasting, storm.

## »» Strengths

1. Restorative
2. Futuristic
3. Relator
4. Focus
5. Intellection





## Ka-Chun (Joseph) Siu, PhD

Division of Physical Therapy Education, College of Allied Health Professions

### What are your leadership aspirations for the future?

Listening, observation and empathy are aspirational leadership skills I learned to use in the future. I plan to continue to explore the opportunity at UNMC to apply my leadership skills and to lead projects, teams, and transformational initiatives.

### Why did you join iLEAD?

To look for a structured, self-organized and reflective program to learn the knowledge of leadership. To meet exceptional leaders at UNMC and in Nebraska who I can be inspired. To build a new professional network at UNMC outside my regular social circle. To identify what characteristics I have (or I need to have) to be a good leader and to challenge myself with this unique opportunity and the protected time to explore the meaning of "leadership".

### Impact of iLEAD on yourself

iLEAD is a unique and useful resource for me to make professional advancement and transformation, to better understand myself, and to better prepare myself in lead projects, teams and potentially influence others. iLEAD also provides many tools and great examples for me to establish my own leadership trajectory and to prepare how to make "the next decade of ME". In 2020, our iLead cohort faced an unprecedented pandemic and the "new normal"; leadership becomes more important amid this pandemic, I wrote a short reflection, "We Lead":

*Without classroom, we lead remotely.*

*Without office, we lead at home.*

*Without face to face interaction, we lead through Zoom.*

*With this pandemic, we continue to lead with no rest.*

*With iLead, we are ready to lead unlike before..*

### Impact of iLEAD on UNMC

Participation in iLEAD will not lead the world in transforming lives; however, utilization of knowledge, experience and skills learned from iLEAD will. iLEAD cultivates the future of leadership at UNMC and nurtures a culturally inclusive environment for leadership growth at UNMC.

## Escalating Global Physical Therapy Education Without Borders

There is an overwhelming unmet need for advancing physical therapy education around the world that leads the elevation of the autonomy in physical therapist practice. Driven by the UNMC mission to lead the world through premier education programs, my team is currently developing a new master program in rehabilitation sciences in the College of Allied Health Professions to train physical therapists around the world in enhancing their ability in clinical reasoning, evidence-based practice and professionalism.

## Strengths

1. Learner
2. Arranger
3. Discipline
4. Analytical
5. Responsibility



## **Douglas Stoller, MD, PhD**

Department of Internal Medicine, Division of Cardiology,  
College of Medicine

### »» **Genetic Therapy at University of Nebraska Medical Center**

Genetic therapy is entering clinical practice. Gene specific therapies including enzyme replacement and gene silencing are now available, and gene editing (CRISPR) trials are underway. Expertise is spread across the institution. Now is the time to develop infrastructure to enable UNMC to be the regional leader in genetic therapy.

### »» **Strengths**

1. Analytical
2. Discipline
3. Restorative
4. Harmony
5. Responsibility

### **What are your leadership aspirations for the future?**

To tend well my area of current responsibility (advanced heart failure and heart transplant, cardiovascular genetics), contribute to the development and growth of a center for genetic therapy at UNMC, promote continued growth of the UNMC Cardiovascular Genetics clinic, and serve in a senior leadership role within the Department of Medicine or Nebraska Medicine.

### **Why did you join iLEAD?**

Over the past few years since joining faculty, I have felt a growing responsibility to lead within UNMC. Despite years of training for medicine, I have not had formal leadership training since college. iLEAD provided structured teaching and the opportunity to learn alongside peers who will no doubt lead within UNMC for years to come.

### **Impact of iLEAD on yourself**

The impact of iLEAD on me was multifaceted. It clarified my strengths and weaknesses, and provided insights into how I approach problems (I am a red card player). I know more about myself and how I interact and collaborate with peers and leadership. iLEAD provided footing to take risks. I voice opinions and provide input in settings where previously I remained quiet. Often the first step of influence is simply showing up and actively participating. The simple first step of voicing the vision of genetic therapy at UNMC was a major step for me.

### **Impact of iLEAD on UNMC**

The iLEAD program brought together a group of diverse and talented leaders. My hope is that iLEAD will form the foundation for future relationships that otherwise would have been siloed. The impact of this current cohort is only now beginning.



## Shane Tsai, MD

College of Medicine

### What are your leadership aspirations for the future?

I hope to become a healthcare executive leader. I will use my skills to drive strategic planning, improve operational efficiencies, and find innovative ways to delivery higher quality patient care.

### »» Atrial Fibrillation Clinic

The Atrial Fibrillation Clinic is an organized program dedicated to the multi-disciplinary care of the most commonly acquired arrhythmia. Cross functional collaboration incorporating multiple specialties and healthcare provider types will enhance patient satisfaction and opportunities for innovative management. Protocols will drive compliance with guideline directed therapy and create efficiencies in order to optimize outcomes.

### »» Strengths

1. Achiever
2. Command
3. Restorative
4. Analytical
5. Learner

### Why did you join iLEAD?

I joined iLEAD to improve my skills as a leader, including cross functional collaboration and communication. It was an an important opportunity for me to interact with other aspiring organization leaders. I looked forward to dedicating myself to the course curriculum and applied learning format.

### Impact of iLEAD on yourself

iLEAD has enhanced my ability to communicate, negotiate, and coach. By learning to extend my sphere of influence, I am able to effect more change as a physician and health care leader.

### Impact of iLEAD on your area of work

iLEAD has expanded my professional relationships across the organization, leading to important collaborations. I gained valuable insight through my experience working in our small group cohorts.

### Impact of iLEAD on UNMC

We learned how to strategically plan in alignment with the organization's mission and value statements.



## Jillian Wallen, BDS, MS

College of Dentistry

### What are your leadership aspirations for the future?

I hope to develop and hone my leadership skills and become a strong leader for the College of Dentistry and UNMC. I hope to serve also as a role model for other women in my field.

### »» Clinical Track Considerations for Promotion and Tenure

My leadership project will investigate the feasibility of implementation of a clinical track for promotion and tenure at the College of Dentistry.

### »» Strengths

1. Restorative
2. Input
3. Intellection
4. Learner
5. Includer

### Why did you join iLEAD?

I joined iLEAD to connect with other leaders at UNMC and to participate in course work that would help me better understand my leadership style and abilities.

### Impact of iLEAD on yourself

I am grateful for having been given the opportunity to participate in iLead this year. Despite the pandemic, participation in the program has allowed me to stay connected with colleagues, and to strive to be a leader for my area during these challenging times.

### Impact of iLEAD on your area of work

I have thoroughly enjoyed my time in iLEAD. I have made connections across campus and across colleges that are very valuable to me. I plan to assist in implementing some of the lessons learned in iLEAD such as Design Thinking and support these activities at the college and campus level this fall.

### Impact of iLEAD on UNMC

Participation in iLEAD cements your desire to be a strong leader for UNMC. As an introvert by nature, it has helped me find my voice on a campus level, and to better realize that my opinion matters.



## Jordan M. Warchol, MD, MPH

Department of Emergency Medicine, College of Medicine

### What are your leadership aspirations for the future?

I hope to continue to lead in organized medicine as well as in my academic work. Having recently become a course director, I hope to use my leadership skills to develop the course as a model for other institutions as well as within our institution for innovative teaching methods.

### »» A Walk on the Wonk Side: Developing an Education Track in Health Care Policy

The development of enhanced medical education tracks (EMETs) has been proposed as a way to expand the education that students in the College of Medicine receive and to set apart our students when compared to peers from other institutions. Students receive limited health care policy education during the longitudinal Health Systems Science coil, but multiple students are deeply interested in policy for an opportunity to complete a deep dive into the field. Leveraging my degree in health policy as well as my practical experiences in advocacy and policy development, I was able to design a track that will enrich the education of students and develop clinician leaders better able to navigate the implications of policy on the practice of medicine.

### »» Strengths

1. Competition
2. Context
3. Restorative
4. Significance
5. Positivity

### Why did you join iLEAD?

I joined iLEAD to better understand where I excelled as a leader and also areas that I needed to develop further. It was also enticing to me that I would meet other members of the UNMC community as this would allow me to gain a better perspective on the variety of colleagues I could call upon for help in my academic and clinical work. Additionally, I knew that exposure to so many people doing such incredible work would push me to do better in my own efforts.

### Impact of iLEAD on your area of work

iLEAD has introduced me to other leaders at UNMC who I can turn to for encouragement, mentorship, coaching, and advice within my work. It has also introduced me to leaders of the University and the health system and given me the advantage of seeing them as other sources of mentoring and advice by making them approachable as human beings and not just icons on a pedestal.

### Impact of iLEAD on UNMC

iLEAD has encouraged me to continue my mission to develop clinicians who are adept at health care policy and will continue to fight for the best interest of patients at the systems level as well as the individual level as medicine evolves throughout the coming decades. Extraordinary care is no longer just about the patient in front of the physician but also must encompass an understanding of the infrastructure of health care at large and an ability to influence that framework to benefit patient care.



## »» **Cultivating Educational Collaboration between the UNMC PA Program & US Military's Interservice PA Program**

The UNMC PA program has a longstanding relationship with the US Military's Interservice Physician Assistant Program (IPAP), serving as the degree-granting institution and in several other capacities. In 2018, after assuming faculty leadership of this relationship, areas for increased collaboration to strengthen both programs became evident. Over the last year, I have worked with IPAP to create opportunities for faculty development and educational collaboration between the programs.

## »» **Strengths**

1. Achiever
2. Relator
3. Responsibility
4. Learner
5. Competition

## **Annie Wildermuth, MMS, PA-C, RD**

Division of Physician Assistant Education, College of Allied Health Professions

### **What are your leadership aspirations for the future?**

My leadership aspiration is to become a PA Program Director, where I hope to use the skills gained in iLEAD to effectively lead a highly functional faculty team dedicated to innovative educational practices. I also hope to continue my collaborative work with the Military and scholarly work related to admissions as my leadership roles evolve in the future.

### **Why did you join iLEAD?**

iLead has a reputation for fostering amazing networking opportunities and cultivating strong leaders across campus. I believe truly effective leaders have taken the time to educate themselves on leadership strategies. The combination of the opportunity to network with leaders all over UNMC and learn more about leadership from a diverse, talented group of individuals led me to join iLead.

### **Impact of iLEAD on yourself**

iLead grew my confidence in networking with other leaders and the confidence to be authentic in my leadership. I realized we all have different leadership styles, and that many different strengths and skills can be present in an effective leader.

### **Impact of iLEAD on your area of work**

iLead helped me develop skills to navigate complex decision making, develop functional teams, and function as a coach. During my time in iLead, I was promoted to the Associate Program Director of the UNMC PA Program. The skills learned in iLead helped me prepare for that role, and I look forward to continuing expanding and developing my leadership in this position.





## Dandan Zheng, PhD

Radiation Oncology, College of Medicine

### What are your leadership aspirations for the future?

My aspiration is to lead an academic medical physics group. I hope that I can apply my leadership skills to maximize the productivity of the group and help them achieve best possible clinical and academic excellence. Collectively we could then elevate the whole group and make far-reaching impacts.

### Why did you join iLEAD?

It's a unique opportunity to be at an institution that have such a program and for me to join iLEAD. As a technical professional, I am used to learn and self-teach to achieve technical excellence. But as a leader, I had never been trained on how to achieve leading excellence. In fact, it was almost always done subconsciously. So this was a great opportunity for me to get real training on this.

### Impact of iLEAD on your area of work

I am able to apply the skills learned from iLEAD to my everyday work. We are now more aware of unconscious biases in our resident admission and faculty selection practices. I better employ the mentoring style in my management and make an effort to think win-win in every project. I also think about the strength and personality match now in situations where I would only consider skill match in the past. Most importantly, wherever it was an unconscious managing activity in the past, it is more of a conscious leading activity now.

### Impact of iLEAD on UNMC

Undoubtedly, UNMC will have better, more skilled and more conscious leaders throughout the campus. Through growing with the iLEAD cohort, I now have much better appreciation of the whole university. I am more familiar with the campus through going to meetings in many buildings that I had never visited in my 9 years at UNMC. I have learned about many other departments that I knew very little about in the past - their successes and challenges. With these increased familiarities comes a heightened sense of belonging and ownership. Furthermore, now we all have a much expanded network connections in UNMC than when we started iLEAD. I believe UNMC will definitely emerge as a more tightly-knit institution and community merely through having the emerging leaders interact.

### »» Weather the Storm and Lead Through COVID - Yes We All Can

This is not a project by design, but a natural leadership exercise. We all can and will lead through this unprecedented challenge of COVID-19. I will share how I did it professionally, socially, and personally, with the help of my colleagues, friends, and partner.

### »» Strengths

1. Learner
2. Input
3. Competition
4. Positivity
5. Individualization



## Andrea J. Zimmer, MD

College of Medicine

### What are your leadership aspirations for the future?

I hope to be a leader in educator and clinical medicine. I hope to use my leadership skills to motivate my team, learners and patients.

### Why did you join iLEAD?

I had recently taken on several new leadership roles, including within medical and graduate medical education and as leader of a clinical multidisciplinary subspecialty service. iLEAD was recommended to me by several alumni when I was looking for tools to help me in these roles. I also wanted to connect with others across with the institution to share ideas and experiences.

### Impact of iLEAD on yourself

iLEAD has helped me to identify and capitalize on my talents. It has also prompted me to recognize personal attributes to hone so that I may become a more effective leader.

### Impact of iLEAD on your area of work

iLEAD has taught me to lead intentionally without underestimating my ability or influence. It has introduced me to a cohort of colleagues who have provided me valuable examples and insight on leadership.

### Impact of iLEAD on UNMC

iLEAD has helped to inspire growing leaders at UNMC. It provides a framework for all of us to build our individual pathways and contribute to the success of this institution's clinical, research and educational endeavors.

## »» Innovating Microbiology and Infectious Diseases Content in Phase 1

As co-director of the Infectious Diseases Transition Block, I developed curricula, oversaw faculty educators and created novel teaching modalities. I reviewed other Phase 1 blocks and collaborated with other block directors to ensure microbiology was appropriately covered in the pre-clinical years. Now I am working diligently with my fellow educators to devise approaches to effectively teach during a pandemic.

## »» Strengths

1. Learner
2. Adaptability
3. Intellection
4. Context
5. Empathy



## **2020 iLEAD GRADUATES:** THE NEXT GENERATION OF LEADERS

Alëna Balasanova

Kelly Betts

Danish Bhatti

Kelly Cawcutt

Tanya Custer

Dalia ElGamal

Abbey Fingeret

Allison Grennan

Kim Harp

Corey Hopkins

Shaun Horak

Andrew Ingemansen

Jolene Johnson

Vishal Kothari

Thomas Lockhart

Jasmine Marcelin

Jessica Maxwell

Tzeyu Michaud

Amelia Nelson Sheese

James Padussis

Vaishali Phatak

Alicia Schiller

Ka-Chun (Joseph) Siu

Douglas Stoller

Shane Tsai

Brett Waibel

Jillian Wallen

Jordan Warchol

Anne Wildermuth

Dandan Zheng

Andrea Zimmer



You are not born a **leader**.  
You become one through  
continual **practice** and  
**honing** your skills.

Chancellor Jeffrey P. Gold, MD



## 2020 iLEAD PLANNING COMMITTEE

- |  |                          |                                |
|--|--------------------------|--------------------------------|
| » Martina Clarke, PhD                  | » Teresa Hartman, MLS    | » Yun Saksena, BDSc, MMSc, DMD |
| » Beth Culross, PhD, RN, GCNS-BC, CRRN | » Vicki L. Kennel, PhD   | » Kari A. Simonsen, MD         |
| » Sheila Ellis, MD                     | » Linda M. Love, EdD, MA | » Nizar Wehbi, MD, MPH, MBA    |
| » Karen Grigsby, RN, PhD               | » Kaleb Michaud, PhD     |                                |

### iLEAD accelerates the growth of our faculty's leadership talents

This intensive, one-year program takes the participant through a leadership journey, an excursion of personal and professional assessment and skill building while fostering individual accountability for leading. We would like to congratulate all the 2020 iLEAD graduates for their hard work on their leadership journey!