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# iLEAD

Interprofessional Leadership for Excellence  
and Academic Development

# 2023 Graduates

*Unlock Your Potential*

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# A LEGACY OF LEADERSHIP:

## PREVIOUS GRADUATES

Class of 2000	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
Class of 2001	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
Class of 2002	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
Class of 2003	Leonard Agneta Mary Froeschle Thomas Grothe	Peter Gwilt Simon Horslen Sreenivas Koka	James Lynch Julie Moreno Karen Nichols	Samuel Pirruccello Toby Schonfeld Richard Walker
Class of 2005	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
Class of 2007	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	Janice Flegle	Jeremy King	Russell Smith
	Susan Boust	Toby Free	Maria Michaelis	Chad Vokoun
	Tara Brakke	Shawn Gibbs	Connie Miller	Rana Zabad
	Matthew DeVries	Teresa Hartman	Kalpana Padala	
	Amber Donnelly	Curtis Hartman	Babu Padanilam	
	Edward Fehringer	Teresa Hultquist	Linda Sather	
Class of 2013	Michele R. Aizenberg	Marnie A. Imhoff	Kevin C. Luczynski	Thomas R. Strawmier
	Jeffrey S. Cooper	James F. Jenkins	Oleg N. Militsakh	Jayesh C. Thakker
	Christopher C. Erickson	Heidi J. Keeler	Mohan R. Mysore	Carol B. Toris
	Dee M. Ernesti	Brent D. Khan	Thomas E. Schulte	Michel R. Wagner
	Jenenne A. Geske	Chad A. LaGrange	Asia E. Sikora	Shirley A. Wiggins
	Maurice Godfrey	Subodh M. Lele	Laurey Steinke	Ying Yan
Class of 2015	Channabasavaiah Gurumurthy	Howard Y. Liu	Jim P. Stimpson	Su-Min Zhou
	Shannon Boerner	Catherine Gebhart	Jessica A. Kozel	Cody Sasek
	Shilpa Buch	Corrine Hanson	Matthew Lunning	Kari A. Simonsen
	Joe Choquette	Kim Haynes-Henson	Kaleb Michaud	Jennifer Swantek
	Bethany DeCarolis	Marcia Hess Smith	Ashok Mudgapalli	Geoffrey A. Talmon
Class of 2017	Amy L. Duhachek-Stapelman	Daniel W. Johnson	Audrey E. Nelson	Austin Thompson
	Greta Duncan Wiebe	Katherine J. Jones	Amol Patil	Toby Warden
	Michelle E. Ellermeier	Sarah Keim Janssen	Nicole M. Rodriguez	Sylvia Ziegenbein
	Kai Fu	Suhasini Kotcherlakota	Eric Rush	
Class of 2020	Elizabeth Beam	Wael M. F. ElRayes	Susan Kelly	Amy Nordness
	Thomas Brooks	Alissa V. Fial	Victoria Kennel	Kyle Ringenberg
	Christopher Gillis	Babu Guda	Shelby Kutty	P.J. Schenarts
	Siddappa N. Byraredy	Nicholas Guenzel	Robyn Mendenhall	Lisa L. Schlitzkus
	Martina A. Clarke	Faye Haggar	Kimberly Michael	Daniel Surdell
	Martin Conda-Sheridan	Tanvir Hussain	DJ Murry	Melonie S. Welsh
Class of 2020	Heather Cook-Mikkelsen	Perry Johnson	Arwa Nasir	
	Alëna Balasanova	Kim Harp	Jessica Maxwell	Shane Tsai
	Kelly Betts	Corey Hopkins	Tzeyu Michaud	Brett Waibel
	Danish Bhatti	Shaun Horak	Amelia Nelson Sheese	Jillian Wallen
	Kelly Cawcutt	Andrew Ingemansen	James Padussis	Jordan Warchol
Class of 2020	Tanya Custer	Jolene Johnson	Vaishali Phatak	Anne Wildermuth
	Dalia ElGamal	Vishal Kothari	Alicia Schiller	Dandan Zheng
	Abbey Fingeret	Thomas Lockhart	Ka-Chun (Joseph) Siu	Andrea Zimmer
	Allison Grennan	Jasmine Marcelin	Douglas Stoller	



## Rebecca Aron, MD

College of Medicine, Department of Anesthesiology



### Peer Support Pathway after Adverse Event

I have worked on refining a peer support pathway to help physicians and clinicians in anesthesia after an adverse event. This helps identify people and teams that may need support after an unexpected outcome. Communication among team members helped identify the need for improving and updating this pathway.



### Strengths

1. Achiever
2. Arranger
3. Responsibility
4. Empathy
5. Harmony

### How will you leverage your iLEAD experience into the future?

I learned a wealth of tools to help me both as a clinician and leader. Whether or not my future involves more leadership positions, the skills and knowledge gained in iLEAD helped me understand how I can be more effective, empathetic, and lean on the relationships I've built to be not only a better leader, but also a better person and physician.

### Why did you join iLEAD?

I joined iLEAD so I could work on my weaknesses and be more effective in my position.

### Personal Impact of iLEAD

Throughout the process, I learned new strengths and weaknesses I had and how I could lean into those to help the people I may influence and also the organization as a whole. I learned how to have difficult conversations, give better feedback and be innovative, effective and efficient. I was able to hear advice from great leaders and made great connections with people throughout various areas of UNMC. I also was able to better understand how decisions are made at an organizational level and how leaders develop vision.

### Organizational Impact of iLEAD on UNMC

iLEAD is an investment, but it is worth the time and cost. It helps current and future leaders make connections so they can bring their best to the organization. It gives people tools and connections so they can make positive impacts both locally in their department, but potentially also beyond that scope as well. Overall, it helps one become the best version of a leader that they can be.



## Craig V. Baker, MD, FACMG

Munroe-Meyer Institute, Department of Genetic Medicine

### How will you leverage your iLEAD experience into the future?

My specific leadership goal remains the formation of a Division of Biochemical Genetics within the Department of Genetic Medicine. However, iLEAD has reinforced that acting as a leader is more important than titles or promotions. The tools from iLEAD give me confidence to pursue my goals while navigating within the structure of what's been built before me.



### Lifelong Care: Integrating Clinical Biochemical Genetics Across Pediatrics and Adult Medicine

My original project was to formalize a Division of Biochemical Genetics within the Department of Genetic Medicine, Munroe-Meyer Institute. However, I needed to narrow the focus for this project so fostering the existing informal service became my goal. With support of leadership, we've grown the clinical footprint at MMI. This has led to a Neurometabolic clinic collaboration with Boys Town neurology and improving access for our adult patients with barriers to establishing care in our specialty Children's clinic.



### Strengths

1. Harmony
2. Maximizer
3. Consistency
4. Adaptability
5. Relator

### Why did you join iLEAD?

For me, a major appeal to joining UNMC was filling a clinical void of a medical geneticists with subspecialty training in clinical biochemical genetics. As part of a shared vision to grow this within UNMC medical genetics, my director recommended I seek a leadership training opportunity. When I saw the announcement for the iLEAD program in the UNMC Today, it was the perfect opportunity to pursue and start building skills for effectively growing both my team and me.

### Personal Impact of iLEAD

The relationships created, particularly in the smaller group settings, are what I'll use to highlight the iLEAD program in the future. The independent modules and discussion topics have unlocked avenues for me to gain functional skills of an effective leader. My reflections stimulated by the curriculum have given me the space to be more intentional with my behavior. Additionally, my experiences throughout have unveiled blind spots that I've been prone to ignore.

### Organizational Impact of iLEAD on UNMC

iLEAD is a win win. The investment in developing leadership stimulates a positive feedback loop that fosters motivation, confidence, and success within UNMC faculty. For graduates, this program gives access to tools we need to stimulate innovation and also have ownership of our careers. Recruitment and retention isn't easy in the heartland, iLEAD is an example of opportunities that make UNMC appealing.



## Keely Cassidy, PhD, MS

College of Medicine, Department of Genetics, Cell Biology, and Anatomy

### How will you leverage your iLEAD experience into the future?

There are two main leadership tracks that intersect in my future, through roles at UNMC and my position in the American Association for Anatomy. I have established a reputation as a sensible and hardworking individual in both arenas. Through iLEAD, I now have better skills in long-term strategizing and how to accurately perceive and assess background information relevant to new issues. Using these skills, I look forward to influencing the field of anatomical sciences at both local curricular and national organizational levels.

### Why did you join iLEAD?

I decided to take part in iLEAD because I wanted to invest time into my development not in a piecemeal, hour here and there way, but in a formal environment with intentional sessions and continuous feedback and support. The iLEAD resources and experiences throughout the last year far exceeded my expectations.

### Personal Impact of iLEAD

iLEAD has helped me realize areas of leadership where I need improvement as well as areas where I have existing strengths that can be bolstered to best influence my current leadership roles. In the short-term, I've fine-tuned my tools to better prepare for and reflect upon interpersonal communication and interactions as a leader. My involvement in iLEAD has also helped me become more conscientious of the diversity of expertise, experience, and motivations of people I interact with, which makes me a more thoughtful and pragmatic leader. In the long-term, I have gained a myriad of resources and people that I know I can approach for informal and formal mentoring or advice even after my iLEAD cohort has graduated.

### Organizational Impact of iLEAD on UNMC

iLEAD gives early- and mid-career faculty at UNMC the chance to spend devoted time and energy on the formalized leadership training process. This is hopefully creating new generations of leaders who not only know the UNMC culture and college/department/division histories and trajectories, but also the theoretical underpinnings to being high quality and effective leaders.



### Leading While Sitting on the Ground: A Pursuit of Community as Chair of the Committee for Early Career Anatomists

The Committee for Early Career Anatomists (CECA) is a standing committee of the American Association for Anatomy (AAA), the national professional organization for anatomists in higher education. After three years as a member of CECA, in September 2022 I was peer-elected to be the chairperson. In that capacity I have worked to create a community of anatomists across the United States and Canada that emphasizes teamwork, clear communication, and mutual respect. One leadership lesson to highlight is the equal valuation of anatomical research pursuits, which will positively affect the AAA annual meeting presentation judging performed by CECA.



### Strengths

1. Competition
2. Discipline
3. Focus
4. Achiever
5. Intellection





## Amy Drayton, PhD

Munroe-Meyer Institute, Department of Pediatric Feeding Disorders

### How will you leverage your iLEAD experience into the future?

I have a larger pool of skills and strategies from which to pull while leading my department, which will hopefully make me a better department director.



### **Wind Beneath My Wings: Using a Team to Soar Above Valleys of Decreased Clinical Activity**

Every year, clinical activity in the Department of Pediatric Feeding Disorders has fallen off in September and remained lower through February. My project was to change systems and work flows to keep clinical productivity at consistently high levels despite the complex and evolving causes of our annual winter doldrums. In the end, the solution lied in the old adage that the whole is greater than the sum of its parts.

### Why did you join iLEAD?

I had learned a fair amount about leadership through experience but was worried that I did not know what I did not know. I joined iLEAD to get more formal leadership training and identify areas for improvement in myself and my knowledge base.

### Personal Impact of iLEAD

Learning from the experiences of others and the advice given in my small group was very valuable. I also learned a lot about the leadership and functioning of UNMC that will help me get things done in the future.

### Organizational Impact of iLEAD on UNMC

iLEAD makes it more likely that UNMC will elevate thoughtful, well-trained people to positions of leadership, which benefits everyone because ineffective leaders create huge problems and drain resources in every organization.



### **Strengths**

1. Responsibility
2. Learner
3. Context
4. Individualization
5. Achiever



## Lauren T. Edwards, MD

College of Medicine, Department of Psychiatry



### **Passion, purpose and creativity: developing a novel OCD intensive treatment design**

In 2022, we launched the only OCD intensive outpatient program covered by insurance between Chicago and Denver. This was a clinical experience I felt very strongly that I wanted to provide for our patients who may struggle the most as a result of their disorder, but also benefit the most from evidence-based therapy that is hard to come by. My role in leading this program to its success centered most critically on involving those with the capacity to know how this treatment should work and the passion to make it happen by thinking outside of the box about how to offer this effectively, given our current resources.



### **Strengths**

1. Input
2. Intellection
3. Responsibility
4. Empathy
5. Consistency

### **How will you leverage your iLEAD experience into the future?**

I see leadership so much more flexibly now. Whereas before I had a handful of models who I tried to model myself after, I now feel like I can grow into my own sort of leader. Whereas before I chafed at leadership, likely because I wasn't using my own strengths but instead trying to borrow others, I now see its joys and potential. I feel like I am now just starting my leadership journey and I am looking forward to seeing where it takes me.

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

I am in two leadership positions that feel very different to me and have been at times very challenging. Before iLEAD, I was even thinking of quitting one since I felt so ineffective. I joined iLEAD to get tools to improve, but found so much more.

### **Personal Impact of iLEAD**

The inspiration and lessons given to me by iLEAD have already knocked down numerous barriers to leadership in my future - most of them mental. I love how individualized and thoughtful this program is - it doesn't feed you templates, it helps you to understand your strengths and gives you a tool box to empower you on your own path. I see struggles in leadership now less as ineptitude and more as opportunities for better understanding and development.

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

This seems like a one-of-a-kind leadership program that I can only imagine will help UNMC soar to the top of its potential. Effective leaders are a foundation of success - especially those who do it not because of an inherent sense of privilege or authority, but because they care. I think iLEAD really empowers that latter group, who may otherwise not have the tools or confidence to rise in the organization.



## Bryant England, MD, PhD

College of Medicine, Department of Internal Medicine,  
Division of Rheumatology and Immunology



### Using Big Data to Solve Real-World Problems

Many questions in medicine cannot be answered with clinical trials, and results from clinical trials do not always match those from real-world settings. Our objective is to leverage the growing number of sources and capabilities of Big Data in healthcare to address real-world problems. Towards this objective, we are developing: 1) teams with expertise in clinical medicine, epidemiology, biostatistics, and biomedical informatics to lead these efforts; 2) the resources and infrastructure to support these studies; and 3) the community and environment to mentor trainees.



### Strengths

1. Learner
2. Focus
3. Achiever
4. Analytical
5. Significance

### How will you leverage your iLEAD experience into the future?

I aim to apply the leadership skills learned through the iLEAD program in clinical, educational, and research settings. In particular, I aim to grow our research program by recruiting and developing analysts, junior faculty, and trainees as well as strengthening collaborations across complementary fields. Our approach to accomplishing this objective will be more strategic as a result of participating in the iLEAD program.

### Why did you join iLEAD?

As a clinician, investigator, and educator, I work with many different groups of individuals. I joined the iLEAD program to advance my abilities to serve as a leader in these roles and help develop these groups into high-functioning teams.

### Personal Impact of iLEAD

The experiences in iLEAD have changed my perspective on what a team really is. Teams are not static collections of individuals, but rather more closely resemble dynamic, living organisms. To maximize the performance of a team, you must continually invest time and effort into nurturing the team dynamic and determining how best to position the team members in roles that suit their varied skill sets and career ambitions.

### Organizational Impact of iLEAD on UNMC

Nothing in medicine happens in isolation. By investing in iLEAD, UNMC is committing to developing faculty and staff who are poised to maximize the potential of the teams they participate in to better accomplish the UNMC mission.



## Amy Ford, DNP, APRN-NP, WHNP-BC

College of Nursing



### Improving Graduate Student Engagement & Retention through a Structured Faculty-Led Academic Advising Program

For years, we have met to come up with a structured process for academic advising without producing results. Now more than ever, it is important to have holistic support for our students (academically/future career, mentally, emotionally). This project includes looking at both student and faculty needs to make a structured academic advising program successful. One leadership lesson I leaned on for this project: Talk less and listen more and teamwork.



### Strengths

1. Arranger
2. Discipline
3. Deliberative
4. Relator
5. Connectedness

### How will you leverage your iLEAD experience into the future?

I see myself continually growing and pushing myself to become a better leader and encouraging others to grow as well. I plan to continually educate myself on leadership and what it means to be a leader through reading materials, webinars, and finding a mentor and/or coach. In the future, I want to push myself to take a regional and/or national leadership position on committees that I am currently a part of.

### Why did you join iLEAD?

I am new to my leadership role and I actually started in my current role right when Covid started and at the college of nursing, we transitioned to remote work. I had good mentors but it was still hard to learn a new role with everyone being remote so I thought that iLEAD would be a good way to supplement some of the things I had not learned yet and help me to feel more confident and comfortable in my role.

### Personal Impact of iLEAD

As my tests showed, I am an introvert. I was very uncomfortable and intimidated at first when I walked into the Lied Lodge. My first thought was, *how am I going to contribute to this group of physicians or allied health professionals?* But as we did different activities and I got to talk to my fellow iLEAD students, I realized that they were having some of the same questions, concerns, issues as I am. I did learn that I am a people pleaser and even if that means doing the opposite of what I think we should do. To get people to listen, I need to not be afraid to speak up on what my thoughts are or what direction we should take.

### Organizational Impact of iLEAD on UNMC

I think it has a big impact. You are growing your own leaders and creating a support system for them at the same time.



## Stacey Gilk, PhD

College of Medicine, Department of Pathology and Microbiology



### **Mentoring the Mentors: Developing a Junior Research Faculty Development Program**

The first 3-5 years as an Assistant Professor is one of the most challenging stages for academic research faculty. While postdoctoral training primarily focuses on publications and developing a research foundation necessary to obtain a faculty position, new faculty typically lack experience and knowledge in other areas critical to establish a well-funded, productive research program. My leadership project is to develop a centralized, structured program specifically designed to support junior faculty establish and lead productive research programs.



### **Strengths**

1. Consistency
2. Analytical
3. Discipline
4. Relator
5. Harmony

### **How will you leverage your iLEAD experience into the future?**

As an aspiring leader who promotes the development of our next generation of scientists, my goal is to support junior scientists by providing mentorship, resources, and opportunities for growth. I will strategically target new leadership opportunities and challenges and use the skills gained through iLEAD to improve the mentoring environment in my group, department, and UNMC as a whole.

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

I joined iLEAD to learn more about my strengths and weaknesses, and acquire new skills to continue my leadership development. As a new faculty member at UNMC, I also saw it as an opportunity to build my network and understand the UNMC community.

### **Personal Impact of iLEAD**

I've learned that leadership is multi-faceted, not "one size fits all," and a learned skill that takes time and effort. To grow as a leader, you not only have to understand yourself, but also acknowledge that you will make mistakes. The ability to give yourself the space to make these mistakes while learning from them is critical in leadership development.

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

iLEAD provides a structured environment to learn leadership skills with a strong cohort of diverse and talented faculty from across disciplines. Not only will this iLEAD cohort have an immediate impact on their individual units, they are the future leaders at UNMC.



## Helen F. Grace, DO

College of Medicine, Department of Pediatrics



### Talking to Parents: Things every physician should know.

I am putting together an elective for medical students regarding parenting. Parents are the most critical people in their children's lives. My own challenges as a parent have led to a passion to look for creative ways to support parents and families. While the majority of medical students won't become pediatricians, the majority will become parents. Children do not come with a manual but physicians learning some key concepts will help them develop a knowledge base.

My leadership lesson involved examining the working of our minds and my core values. We can choose how we look at the world. We can choose to recognize our own privilege in the world and the effect that has on ourselves and others. Good leaders seek to understand themselves. We seek to understand our own strengths, weaknesses, and biases. Then, we use those to search for strengths in others. Understanding our own minds and our strengths can make us leaders who find common ground and create a shared vision. Connecting my passion with my mission will allow me to lead as my authentic self.



### Strengths

1. Empathy
2. Adaptability
3. Discipline
4. Relator
5. Harmony

### How will you leverage your iLEAD experience into the future?

There are opportunities everywhere. I will choose my focus. I will use the information and skills gleaned from iLEAD to do this. I am interested in focusing on diversity, equity, and inclusion. I am interested in leadership in the state as well as the University community.

### Why did you join iLEAD?

In 2020, the injustices that have been prevalent in the United States took center stage in the middle of a pandemic. I organized UNMC's part in a national movement to take a knee for George Floyd. The amazing response I received from the UNMC community led me to consider leadership as part of my future. It was later that summer that I first heard about iLEAD. I took a year to consider it. Ultimately, I recognized the unique opportunities that iLEAD provides. I concluded that it is vital for children and families that pediatricians choose to lead. Therefore, I joined iLEAD to develop myself as a leader.

### Personal Impact of iLEAD

I know that there is not one playbook for leading. I am aware of my strengths. I know that as a leader I want to focus on my strengths and on the strengths of my team. It has been so valuable for me to meet people from all around the institution.

### Organizational Impact of iLEAD on UNMC

iLEAD is a unique opportunity provided by this University. It drives people who are already committed to UNMC to see how and where they can lead and make an impact. It provides connections across the University which will lead to collaborations across the campus.





## Rebekah Gundry, PhD, FAHA

College of Medicine, Department of Cellular and Integrative Physiology



### **Breaking Barriers, Building Bridges: A Leadership Project for Building a Community of Cardiac and Vascular Researchers**

Our vision for the Center for Heart and Vascular Research is to be a world-class leader in heart and vascular research excellence. To realize this vision, our mission is to facilitate collaborative basic, translational and clinical research that develops the team into an innovative and leading heart and vascular research center and improves the health of our communities. Among the strategies we are using to fulfill this mission, is the approach to be purposefully inclusive and diverse - from who we ask or welcome to serve as leaders, facilitators and members – to the types of research approaches and topics that we nurture. Leadership lesson: by purposefully including historically overlooked members of our community in the leadership of the CHVR, we have been able to achieve incredible diversity in our membership, including a nearly even balance of basic and clinical scientists.



### **Strengths**

1. Achiever
2. Responsibility
3. Analytical
4. Learner
5. Deliberative

### **How will you leverage your iLEAD experience into the future?**

I will lead my research laboratory more effectively. I will also embrace leadership opportunities that I might not have otherwise pursued. With the skills I have learned in iLEAD, I will be able to approach leadership in my lab and institution with more empathy and strategic maximization of team member strengths.

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

I wanted to gain a better understanding of myself and others, to confidently work with, lead, and effectively support others from diverse backgrounds and perspectives. I wanted to gain skills that would allow me to more confidently approach challenging situations.

### **Personal Impact of iLEAD**

I have learned more about myself than I expected to. Clifton Strengths was a game changer for me. I now have a much better understanding of how and why I have perceived the situations and personalities that I have been “allergic” to previously. With this new understanding comes a realization of how I can approach these situations and personalities with a level of confidence and grace that I did not previously believe was possible for me.

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

We all benefit when we have strong, confident, calm, insightful, and creative leaders. iLEAD is an opportunity to grow better leaders - this benefits all of UNMC. It also provides a unique opportunity for those who may not see themselves as leaders to become comfortable and effective in leadership roles.



## Carrie A.B. Hoarty, MD

College of Medicine, Department of Internal Medicine

### How will you leverage your iLEAD experience into the future?

iLEAD has allowed me to identify my strengths and my gaps, areas that I either need to work on or fill with colleagues who possess alternative strengths. As an ENFP with the strengths of Connectedness, Relator, Adaptability and Ideation, I realize that I am a big picture thinker. My strengths allow me to brainstorm improving our institution (and world) with limitless potential. I would be best in a leadership position where I can connect many individuals' assets, expertise, strengths and passion. I delight in seeing others grow and succeed in their specific areas of interest.



### Expanding the Geriatric Workforce

Our population is aging. Access to primary care providers is limited. It is essential that primary care providers receive training that prepares them to competently care for the needs of our older patients. My project aims to teach UNMC primary care providers, both Family Medicine and Internal Medicine - the key elements of Geriatric care, the 4 M's - Mentation, Mobility, Medication Management and what Matters Most.

### Why did you join iLEAD?

I have held leadership positions in the past, but wanted to dedicate time to examine aspects of leadership that actually help leaders to be successful. iLEAD has helped me re-examine my definition of success, has helped me to discover my strengths as well as identify areas where I need to surround myself with individuals who possess alternative strengths.

### Personal Impact of iLEAD

I joined iLEAD for personal discovery and development but am leaving with rich friendships and a network of colleagues who I can lean on. I value individuals who possess personality traits, leadership skills and values that are not the same as mine more so after iLEAD than before. I've learned to delight in and see the necessity in surrounding myself with alternative perspectives in order to fill my gaps and in order to be part of a more effective leadership team.



### Strengths

1. Connectedness
2. Relator
3. Adaptability
4. Ideation
5. Empathy

### Organizational Impact of iLEAD on UNMC

iLEAD is a perfect example of UNMC's investment in our workforce and in our collective future. iLEAD allows us members of the UNMC community to discover our strengths so that we can use them more purposefully in carrying our institution to the next level of excellence. iLEAD exposes future leaders to the current leadership teams, allowing us to garner knowledge learned from others' leadership journeys. This longitudinal leadership boot camp is an investment in individuals who will ensure a strong and bright future for UNMC.



## Shelby A. Jensen, PharmD, BCACP

College of Pharmacy, Office of Experiential Programs and  
Department of Pharmacy Practice and Science

### How will you leverage your iLEAD experience into the future?

Brené Brown, PhD, LMSW defines a leader as “anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.” I plan to use the skills I’ve gained in iLEAD to continue to lead in this way, to innovate, and to make positive change. It brings me joy and meaning to see the positive results of a process improvement on efficiency, productivity, and morale. iLEAD has also strengthened my skills in coaching and developing others, which will allow me to help them find their potential in this and all future roles.



### If You Want to Go Far, Go Together: Uniting to Strengthen Experiential Education at UNMC

I have practiced my leadership skills through my experience as a founding, leading member of the UNMC Preceptor Task Force. Although my original iLEAD project had a narrower focus in collaborating with the Preceptor Task Force to create an experiential housing database for students in all disciplines, it later expanded to leading the Task Force decision to adopt an enterprise-level experiential learning management software to efficiently share information (including experiential housing) across disciplines.

I learned that communication and collaboration are key. We can accomplish more together when we find common ground, share information, and work together to create shared solutions.



### Strengths

1. Learner
2. Harmony
3. Input
4. Connectedness
5. Relator

### Why did you join iLEAD?

I joined iLEAD to help me develop my personal leadership style, as well as learn about strengths analysis, inclusive leadership, conflict resolution, and leadership communication in an age of information and disinformation. I wanted to dedicate a year to iLEAD to learn new skills and practice new and existing leadership skills in a safe environment. I also joined to network with and support other professionals in my iLEAD cohort - and to invest in my career and in the students, preceptors, colleagues, and patients I will interact with in the future.

### Personal Impact of iLEAD

I found a community of peers seeking growth within my iLEAD cohort. I am grateful for the opportunity to learn about many leadership skills during my time in iLEAD, and also for the ability to grow my network to continue to learn from those who excel in areas I am still growing in – past the end of the official program. Some of the most impactful areas of learning for me from iLEAD have been reframing problem solving to generate creative solutions, the in-depth analysis of Myers-Briggs Type Indicator (MBTI) and CliftonStrengths assessments to learn more about myself and others, and the power of storytelling and authenticity in leader communication.

### Organizational Impact of iLEAD on UNMC

The iLEAD investment impacts UNMC by upskilling employee leadership skills in many diverse departments. These benefits of improved leadership and personal awareness have a trickle down effect for anyone these participants interact with – which extends far beyond the initial investment.



**Michelle L. Johnson, PhD, RN**  
College of Nursing



### **An Evidence-based Approach to High Quality and Equitable Learning for Pre-licensure Nursing Students through Unfolding Simulation Scenarios**

The project grew out of a need for a pediatric clinical experience. The simulation-based learning was developed for pre-licensure nursing students. The innovative approach was designed as an unfolding day the nursing students would experience providing patient care in the clinical setting. Conceptualizing the simulation-based project required a lot of interactions and discussions with faculty and staff to receive their input and incorporate their revisions.



### **Strengths**

1. Achiever
2. Harmony
3. Learner
4. Input
5. Intellection

### **How will you leverage your iLEAD experience into the future?**

I envision a lot of growth as I continue to evolve my leadership skills. Leadership development is an iterative process. I have incorporated leadership strategies that we have learned over the year into my daily interactions. Some have worked well and others have not. The lessons learned have been impactful.

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

Joining iLEAD was an important first step for me as I entered into a new leadership role in a new education-based system. I wanted to learn new leadership strategies with other emerging leaders. iLEAD was an opportunity for me to be exposed to this while meeting and interacting with other colleagues across UNMC. Over the year, I have come to know some really amazing people!

### **Personal Impact of iLEAD**

Each month we were introduced to a variety of leadership approaches and styles. We were asked to reflect on the lessons and individualize the information to our personal leadership style. The intent was to have us think outside of our own leadership box. My greatest takeaway and challenge, in a good way, has been incorporating different leadership strategies into the various interactions I have with others throughout a day.

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

The large group monthly sessions have been educational and inspirational. Each session allotted time for interactive activities to apply the newly learned concepts. We were also encouraged to meet with our small group cohort to further develop our professional relationships. Both monthly activities provided us means to build on the connections we made during the iLEAD program. Having a familiarity of working with others during iLEAD has been a meaningful way to continue our collaborations.



## Miki Katzir, MD

College of Medicine, Department of Neurosurgery

### How will you leverage your iLEAD experience into the future?

I am confident I can take on new challenges and lead others to success. I see myself taking on more responsibility and becoming a valuable asset to the COM, Nebraska Medicine and the community. I plan to share what I have learned with others, to inspire and motivate others to develop their own leadership skills. I believe leadership is not just about being in charge, but it is also about serving others and helping them to achieve their goals. I will continue to practice what I have learned in iLEAD and I am excited to see where this journey takes me.

### Why did you join iLEAD?

Leadership skills are essential for achieving success in almost every aspect of life, including personal and professional achievements. By dedicating a year to studying leadership, I gained a deeper understanding of the traits that successful leaders possess and learn how to employ these characteristics in my own life. Additionally, studying leadership helped me to become a better communicator, decision-maker, and problem-solver.

### Personal Impact of iLEAD

iLEAD improved my communication and negotiation skills, conflict resolution strategies and decision-making abilities. iLEAD also showed me the importance and benefit of networking and establishing long term relationships with my fellow participants, learning from their experiences and perspectives.

### Organizational Impact of iLEAD on UNMC

I believe that the investment in iLEAD will have a significant impact on UNMC. iLEAD is designed to teach us essential leadership skills, such as effective communication, problem-solving, decision-making, and critical thinking. Not only will iLEAD help me develop as a leader, but it will also benefit UNMC by creating a culture of collaboration, open communication, and innovation. Additionally, by investing in iLEAD, our institution will be able to identify and develop new leaders.



### **"It's all about the spine", developing a spine fellowship and a spine cancer center**

I used my iLEAD project to explore a wide range of leadership areas, including communication, collaboration and medico-ethical leadership. An essential leadership lesson I learned from these experiences is the importance of adaptability. A leader needs to possess the ability to adapt to changing situations, environments, and people to be successful. I used adaptability along the course of my leadership project and will use it in the future.



### **Strengths**

1. Relator
2. Command
3. Significance
4. Focus
5. Self Assurance



## Kevin M. Kemp, MD

College of Medicine, Department of Surgery

### How will you leverage your iLEAD experience into the future?

I am not sure, since I already held some leadership positions prior to starting iLEAD and I am not aware of any active open positions at this time. However, I think completing iLEAD will put me in optimal position should any opportunities arise.



### **The Mission Zero Act: Development of a Military- Civilian Partnership at UNMC to Increase Trauma Readiness**

Our division has informally partnered with colleagues in the military for years. I became aware of a grant seeking to establish a formal partnership between the Department of Defense and busy civilian trauma centers. The purpose of this partnership is to embed a military trauma surgeon in a civilian trauma center for the purpose of sustainment of skills that are needed in the deployed environment. This involved getting buy-in from division, department, hospital and state leadership and creating a proposal for what this partnership would look like with the goal of ensuring the military trauma surgeon would be fully integrated into our division. While conceptually simple on the surface, this effort required extensive planning.



### **Strengths**

1. Context
2. Connectedness
3. Maximizer
4. Belief
5. Communication

### Why did you join iLEAD?

I was exposed to formal leadership training as a teenager and young adult, which I think has served me well so far in my life and career up to this point. iLEAD was the natural progression of this. Additionally, it was suggested to me to participate by my division chief and chair, so maybe they see something in me that I don't necessarily see in myself.

### Personal Impact of iLEAD

I think the relationships formed have been the most important aspect of the program. Also being able to hear from and interact with leaders from all over the system has been a big highlight.

### Organizational Impact of iLEAD on UNMC

I will be in a better place to assume future leadership roles that may arise.





## Faris Khan, MD, MS, FACC, FHRS

College of Medicine, Department of Internal Medicine

### How will you leverage your iLEAD experience into the future?

As an iLEAD graduate, I see myself exploring novel ways of conducting meetings, solving disagreements, improving communication as well as leading the teams using skills learnt during the course to achieve the best possible results at an individual as well as on an organizational level.



#### **Leading new modules/curriculum for cardiology fellows in general and electrophysiology fellows/ faculty in particular to rely on intracardiac echocardiogram to minimize fluoroscopy/lead apron use during Cardiac Cath lab procedures.**

Cath labs procedures such as catheter based ablation rely heavily on the use of fluoroscopy for localization as well as movement of catheters inside the heart. I am leading this project (on going) to train fellows to use intracardiac echocardiogram to minimize and ultimately, eliminate the use of fluoroscopy during these procedures and thus reducing the long term risk of not only radiation exposure but also to minimize the use of lead apron thus preventing any spinal injury due to excessive weight of apron.

Leadership Lesson: Improved communication and ability to work with multiple teams in an efficient manner to achieve desired outcomes.



#### **Strengths**

1. Responsibility
2. Developer
3. Analytical
4. Achiever
5. Learner

### Why did you join iLEAD?

Leadership plays a very important role in every walk of life; however, we may not be gifted with all the skills that can make us a better leader. Therefore, I decided to dedicate a year of studying leadership to learn those skills.

### Personal Impact of iLEAD

Over the course of year long training, I noticed improvement in my skill to carry meetings and relationships. I managed to increase my trusted network of people, which will go a long way.

### Organizational Impact of iLEAD on UNMC

We are fortunate to have been given this opportunity at UNMC as the course has helped us become better leaders. This has resulted in increased productivity by leading teams in efficient way with improvement of outcomes.



## Bethany Lowndes, PhD, MPH, CPE

College of Medicine, Department of Neurological Sciences

### How will you leverage your iLEAD experience into the future?

I am committed to continually growing and refining my skills as a leader. This program has allowed me to perceive myself as capable of higher leadership roles at UNMC in the future.



### Engineering and Technology to Design Systems to Support Safe and Effective Healthcare Delivery for Patients and Staff

Healthcare delivery science aims to optimize benefits for patients, clinicians, and the organization through design and innovation. As the Health Systems Engineering Liaison, I have worked with the Great Plains IDeA-CTR Technology Initiative to support collaboration and implementation of engineering and technology in medicine. The initiative is currently funded into 2026 and expands across the University of Nebraska system and surrounding partners. My project provides a proposal for further integration, program growth, and sustainability.

### Why did you join iLEAD?

I was looking for an opportunity to focus on my personal leadership growth and needed the motivation to dedicate protected time to advance my project. This program provided me with that opportunity and has helped me meet my project goals.

### Personal Impact of iLEAD

The iLEAD program has guided me to learn more about myself and my leadership capabilities. I have been able to apply what I have learned through current leadership roles, identify opportunities to grow in different leadership skills, and make a commitment to dedicate more time toward leadership growth.

### Organizational Impact of iLEAD on UNMC

Through iLEAD, the selected faculty members across various professions have had the opportunity to learn about themselves, other emerging leaders at UNMC, and how the university system operates. This cohort has taken steps to build their leadership skills, collaborate with others, and make an even stronger contribution to the strategic mission of UNMC.



### Strengths

1. Analytical
2. Learner
3. Individualization
4. Belief
5. Restorative



## Riley D. Machal, MD

College of Medicine, Department of Psychiatry



### **“How to Save a Life”:**

#### **Implementation of Metabolic Monitoring to Extend the Lives of People with Psychotic Disorders**

People with psychotic disorders die about 20 years sooner than the general population, largely due to the early development of cardiometabolic disease. Guidelines for metabolic monitoring of antipsychotic medications exist. However, they are difficult to implement due to a lack of knowledge of the guideline's existence, lack of understanding of the importance of metabolic monitoring, lack of access to laboratory facilities to perform monitoring, lack of transportation to lab services, and many other factors. The end result is that these people continue to die. For my iLEAD project, I implemented several strategies to improve the adherence of the Department of Psychiatry to these metabolic monitoring guidelines.

Throughout this experience, one constant theme of the project was the importance of flexibility in achieving goals. At each turn, there were more barriers than initially anticipated, but with strong morale and the willingness to adjust to the changing environment, we were able to make good progress on our team goals.



### **Strengths**

1. Context
2. Intellection
3. Restorative
4. Analytical
5. Deliberative

### **How will you leverage your iLEAD experience into the future?**

I wish to continue serving in education and working toward improving my leadership skills as I work to advance the educational programming offered here.

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

I joined iLEAD to begin the journey toward learning how to be a more effective leader. I was already in some minor leadership positions and was floundering with a limited understanding of ensuring the best outcomes for my team.

### **Personal Impact of iLEAD**

The experience of iLEAD has been phenomenal. I recommend it to everyone considering any type of leadership role. The skills learned here are something I will be able to take with me into every project I lead from now into the future.

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

iLEAD helps to produce skillful leaders which are essential for employee engagement and retention.



## Courtney McLean, MD, MS

College of Medicine, Department of Pediatrics

### How will you leverage your iLEAD experience into the future?

My leadership future will be rooted in the foundation of medical education and caring for the smallest patients. I plan to grow my leadership in graduate medical education. The skills I learned in iLEAD will help me guide my learners, by assessing their strengths and giving others tools they need to succeed or troubleshooting any difficulties in their ability to care for patients. My goal is my learners to become leaders themselves.



### Neonatal Transport Leadership

As the medical director for neonatal transport at Children's Hospital and Medical Center, my leadership focus for the team is education and growth. We have expanded our group to consistently provide the best care for the sickest pediatric and neonatal patients across the state of Nebraska and region. While I help prepare the team with neonatal education, my role continues to expand with administrative and quality improvement projects.

### Why did you join iLEAD?

In the past several years, I have seen my responsibilities shift, evolve, and include leadership roles. My interest in iLEAD began when I saw the opportunity to engage and dedicate time to acquiring skills specific to leadership that would be applicable in my roles as a Clinician Educator. iLEAD provides me with an area to engage with others across campus, giving me skills to be a better leader and manager for others.

### Personal Impact of iLEAD

When I began iLEAD, I absolutely loved the strategy of keeping focus on your own individual strengths. However, I previously would focus on my weaknesses. iLEAD has trained me to celebrate and elevate my strongest attributes that has led to finding my job easier, more efficient, and more successful. With the ability to identify strengths in others, I can provide guidance to help them shine. I have fully enjoyed building relationships across the diverse colleges and campuses to share our struggles and our successes together.



### Strengths

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

### Organizational Impact of iLEAD on UNMC

UNMC invests in its leaders through the iLEAD program. As I look through past graduates of iLEAD, I see my leaders and leaders across campus. The wide array of leadership skills of identifying individual strengths to organization wide strategic visions will continue to help UNMC grow as a national and global leader.



## Carrie J. Meyer, MA

McGoogan Health Sciences Library, Department of Special Collections and Archives

### How will you leverage your iLEAD experience into the future?

I have been privileged to lead my department throughout this experience with iLEAD and will continue to mentor and coach my direct reports, student workers, and the larger library faculty and staff. I aspire to pursue future administrative roles within the library and UNMC.

### Why did you join iLEAD?

Leadership is never a place to arrive; it is a path of continuous growth. As a current department head and member of the library's administrative team, I wanted to continue my personal development to be an active part of spurring my colleagues and my unit to the next level of achievement.

### Personal Impact of iLEAD

I have learned how to leverage my strengths better and not shy away from my areas of improvement. This experience has challenged me to trust my voice and to acknowledge that my contributions, skills, and insight are of equal value to those of my peers. I am no longer content to make peace with feelings of inadequacy; instead, I will pursue ways to grow them into feelings of confidence.

### Organizational Impact of iLEAD on UNMC

iLEAD fosters collaboration and relationship-building from all colleges, specialties, and communities of practice. Creating these opportunities to break down silos, forge connections, and interact with individuals committed to making themselves and their units stronger also strengthens UNMC.



### Many Hands, Much Work: Designing a Project Management Framework for Library and Museum Exhibitions

The McGoogan Health Sciences Library and the Wigton Heritage Center utilize several different types and styles of exhibitions to showcase the history of UNMC and the health sciences in Nebraska. This program, consisting of 20 physical exhibit cases, eight digital interactive displays, an online exhibition portal, and traveling exhibitions from national lenders, developed through the pandemic without a singular tracking system to govern production deadlines, installations, and subject matter rotations. Led by Carrie Meyer, a team from across the library planned and began implementing a project management framework to govern production and planning decisions for future exhibitions.



### Strengths

1. Context
2. Communication
3. Harmony
4. Input
5. Relator



## Melissa Muff-Luett, MD

College of Medicine, Department of Pediatrics



### **Building a Center of Excellence for Neonates and Infants**

#### **Requiring Dialysis**

Building a center of excellence for neonates and infants requiring dialysis has required our pediatric dialysis team to respond quickly to a new complex patient population with an increased demand for services. In order to improve survival and outcomes, I had to learn to grow leadership skills in change management as well as building collaborative relationships across subspecialists. When I first began leading the development of this program, I encountered others who opposed the development of the new program. As a leader I have learned to listen to the concerns of team members from different specialties with strongly opposing views and ethical concerns. I quickly learned to not let my own views direct my decisions for the group, and I learned to moderate discussions with opposing views. We have now built a program with a 100% survival rate of newborn infants requiring dialysis, and we have established a model for other pediatric dialysis centers to follow.



### **Strengths**

1. Harmony
2. Communication
3. Adaptability
4. Consistency
5. Arranger

### **How will you leverage your iLEAD experience into the future?**

I have come to love the leadership involved with service to patients and my academic center. I want to continue to work in the future to build additional programs in my field of Pediatric Nephrology, Pediatrics and the practice of medicine. I will continue to use the skills I have learned from iLEAD to grow as a leader.

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

Though I feel I have a natural ability for teamwork and leadership, I have never received any formalized leadership training. I joined iLEAD to learn more about leading a team, strengthen weaknesses and build upon my strengths.

### **Personal Impact of iLEAD**

Through iLEAD I have had the opportunity to meet so many amazing individuals with a breadth of knowledge and experience. I have learned from them and expanded my knowledge of other departments and colleges at UNMC. I hope to grow these relationships in the future to network across departments and colleges at UNMC.

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

The iLEAD program is helping to grow the future leaders at UNMC. I know I will be seeing the faces of my fellow iLEAD participants in the future as they all continue to do great things in our respective areas.





## Maheswari Mukherjee, PhD, MSc, BPT, CT(ASCP)

College of Allied Health Professions, Department of Medical Sciences



### My journey as iLEAD - The Transition of our Post Baccalaureate Certificate Program to the Masters Degree Program.

The iLEAD program has helped me to understand the importance of self-reflection. It has also helped me to understand my personality traits and of those that I work with so that I can lead effectively, and my team can succeed. My graduation presentation will focus on how the skills that I learned in the iLEAD program has helped me in leading the transitioning of our Post Baccalaureate Certificate program (with multiple satellite sites across the United States) to a Masters Degree program.



### Strengths

1. Achiever
2. Developer
3. Consistency
4. Harmony
5. Responsibility

### How will you leverage your iLEAD experience into the future?

My aim is to continue to grow as a leader who leads by example. In the future, I see myself leading our Diagnostic Cytology program and expanding it internationally to train skilled cytologists through strong curricula, innovative training practices and collaborative opportunities.

### Why did you join iLEAD?

I joined iLEAD to motivate and challenge myself to come out of my comfort zone. I was hoping to learn the leadership skills that would help me transition smoothly and effectively from a faculty to a Program Director position.

### Personal Impact of iLEAD

The iLEAD program has helped me acquire better active listening and communication skills to effectively collaborate, manage and mentor my team with confidence. I am grateful to the iLEAD program for helping me identify my unique leadership skills.

### Organizational Impact of iLEAD on UNMC

I believe that one of the important elements of the iLEAD program is to identify strengths and weaknesses of emerging leaders, help them overcome their weaknesses, improve their strengths to successfully and confidently lead their area of expertise in UNMC and beyond with their unique leadership skills.



## Kari Neemann, MD

College of Medicine, Department of Pediatrics

### How will you leverage your iLEAD experience into the future?

My leadership aspirations are to utilize the skills I learned in iLEAD to collaborate with divisions and departments outside of my own to build and cultivate strong and effective teams to improve patient care and promote research endeavors.



### Engaging Primary Care Providers in Infectious Diseases Focused Distance Education

The goal of my iLEAD project was to develop an educational series focused on providing primary care providers throughout the state of the Nebraska with evidence-based instruction on the optimal use of antimicrobial agents and diagnostics to improve patient outcomes.

### Why did you join iLEAD?

I joined iLEAD to learn about both my strengths and weaknesses, and how to lean into those to become a more effective leader. To have the opportunity to create lasting connections with colleagues throughout UNMC.

### Personal Impact of iLEAD

Personally, iLEAD did a great job of pushing me out of my comfort zone. As you become more cognizant of your own strengths and weaknesses you are better able to approach both new opportunities and challenges with a strong foundation of how important communication is, and that the communication needs to be tailored depending on the construction of the team and their individual strengths and weaknesses.

### Organizational Impact of iLEAD on UNMC

iLEAD brings together a fantastic group of individuals who, based on their current position and/or aspirations, recognize the need to develop effective leadership skills. Participants in this program not only improve their leadership skills, they have also acquired a new network of individuals across the campus with whom they may further collaborate or recommend to others. By investing in developing leaders, UNMC ensures its future success.



### Strengths

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



## Melissa O'Dell, MD

College of Medicine, Department of Psychiatry

### How will you leverage your iLEAD experience into the future?

iLEAD has helped me realize the critical importance of leadership skills to accomplishing my career goals. My dream is to continue to expand access to effective treatment, supportive care, and social services that patients with psychosis need in order to reach their recovery goals. Changing the status quo will require leadership at multiple levels, within UNMC and Nebraska Medicine, with insurers, and at the state and national levels.



### **ASPIRE: a multidisciplinary clinic with reverse-integrated primary care**

My leadership project is the continued development of a subspecialty clinic in the psychiatry department for patients with psychotic disorders, aimed at raising the standard of care for this underserved population. ASPIRE (Active Support for Psychosis in Recovery) was founded in 2019, and has seen accelerated growth in the past year. Current projects include the addition of family therapy to the clinic, made possible by a grant from the Kim Foundation, and the development of a psychotherapy training program with the generous support of BHECN. This will greatly expand access to underutilized psychosocial treatments for people with psychotic disorders.



### **Strengths**

1. Ideation
2. Activator
3. Input
4. Strategic
5. Learner

### Why did you join iLEAD?

Applying to iLEAD was suggested to me by my chair after because I was denied a promotion to division director, a position which I had only applied for at my colleagues' urging due to lack of other candidates. Talking to others about iLEAD, it became obvious to me that despite feeling awkward about those circumstances, this was a time in life to take the opportunity given, no matter the circumstances. I didn't seek out leadership training but I soon became a convert. As I started doing all of the summer prep work, I realized how much I needed something like iLEAD to help me build the skills I didn't even realize I was missing.

### Personal Impact of iLEAD

It's difficult to briefly summarize the impact this leadership journey has had on me. iLEAD has opened my eyes to so many things I didn't know that I didn't know. This could have been terrifying to be made so much more aware of my "areas for growth," but iLEAD has also given me the tools to get started on developing the necessary skills, and has made it seem like an exciting challenge to continue what I believe will be a lifelong journey.

### Organizational Impact of iLEAD on UNMC

Looking around at my iLEAD cohort makes me incredibly proud to be a UNMC faculty member. At a time when the healthcare industry is struggling and burnout of healthcare providers is reaching epidemic levels, UNMC is playing the long game by investing in the future of UNMC through a transformative faculty development program such as iLEAD.



## Laura A. Ortmann, MD

College of Medicine, Department of Pediatrics

### How will you leverage your iLEAD experience into the future?

There will be significant disruption starting this summer. I hope to use the skills I've learned in communication to help our group through this.

### Why did you join iLEAD?

I've never had any type of leadership training and knew that if I tried to do it on my own time it would not get done. iLEAD allowed me to focus and reflect on my strengths and leadership style.

### Personal Impact of iLEAD

The best part has been giving myself permission to stop "working" and reflect on myself. I'm running around putting out fires so much I hadn't given much time to my own development and how I wanted to be. Going forward, I plan to build in leadership thinking time on my calendar.

### Organizational Impact of iLEAD on UNMC

Our best leaders will come from within.



#### Development of a Heart Center wide quality and safety scorecard

I chose a leadership project that would be a stretch: developing a quality score for the entire Heart Center to improve our transparency and data awareness. This would require me to influence others to care about the project and to do the work. I've learned that getting people to care about, and thus spend time on, a project they don't see as useful to them is incredibly challenging.



#### Strengths

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



## Kaitlyn Pellegrino, MD

College of Medicine, Department of Anesthesiology



### **Disclosure: More than a conversation. Educating tomorrow's physicians on the art and importance of disclosure**

The practice of medicine is more than just knowledge, science, and skill. Educating young and future physicians of the art of medical practice has always been one of my passions. Disclosure of adverse medical events is a unique event that requires compassion, thoughtfulness, and emotional resilience. My own experiences with disclosure have positioned me into providing guidance about the process to others, however, I never felt like a leader or an expert on the subject. My time in iLEAD has helped build my confidence that while my core traits of positivity, consistency, and harmony may not seem obvious as leadership qualities, to be the best leader and educator possible, I only need to be the best version of myself.



### **Strengths**

1. Harmony
2. Consistency
3. Positivity
4. Empathy
5. Developer

### **How will you leverage your iLEAD experience into the future?**

I see myself continuing to educate and guide future generations of young physicians on the stylistic aspects of medical practice. I also wish to help lead from within my clinical division through positivity and fostering a sense of comradery and community.

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

I dedicated this year to studying leadership because I want to improve myself as a leader and thus become more confident as a leader and as a clinician educator. Prior to this year when I considered my individual strengths, they misaligned with my biases of what characteristics a leader should possess. I entered iLEAD hoping to learn new skills and concepts; while I certainly did, my biggest take away is that leader is not a single skill or mold. Leadership is an intentional process of communication, mindset, skills, and growth.

### **Personal Impact of iLEAD**

By allowing me the chance to meet new people and build relationships with other UNMC leaders, iLEAD has allowed me to continue to contribute to the conversation. I don't believe we in the field of medicine take enough time to reflect on, learn about and practice leadership, and iLEAD has also afforded me the opportunity to do so.

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

By investing in me and my cohort within the iLEAD program, UNMC is not only recognizing rising leaders but is also teaching us how to lead more effectively and authentically as ourselves as leaders. This ensures that we, the next generation of UNMC leaders, are equipped with the tools to continue the mission of the hospital and university. My goal is to harness the skills I learned and the knowledge I gained about my own strengths and abilities to lead and improve the lives of my colleagues and my patients.



## **Bradley N. Reames, MD, MS, FACS**

College of Medicine, Department of Surgery



### **Excellence in Action - Creation of a Patient-Centered Pancreas Cancer Multidisciplinary Clinic**

The University of Nebraska is an internationally recognized leader in pancreas cancer research, and is one of the top centers in the region to deliver complex multidisciplinary care to pancreas cancer patients. But intellectual and structural silos have prevented the institution from achieving its true potential. For my leadership project, I worked with a diverse collection of institutional stakeholders to develop and implement a novel multidisciplinary clinic for pancreas cancer care, and to integrate this clinic within a broader center of excellence that maximally leverages the institution's resources and strengths, and aligns the efforts of all involved toward an ultimate goal of leading the region, nation, and world in pancreas cancer research and clinical care. Though many structural, financial, and logistical barriers complicated this effort, a consistent focus on the common goal of research and clinical excellence was critical to success.



### **Strengths**

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

### **How will you leverage your iLEAD experience into the future?**

The insights I gained in the iLEAD program, both about myself and the attributes of effective leadership, will have immense value in my future leadership roles. Ultimately I want the University of Nebraska and Nebraska Medicine to be the destination patients choose to receive care, and faculty and trainees choose to deliver care. As a leader in pancreas cancer care, surgical quality, and surgical education, I will work toward this goal by not only leveraging my personal strengths, but more importantly by listening to and leveraging the diverse strengths of my team.

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

I joined iLEAD to gain greater insight into my strengths and weaknesses as a leader, to better understand the attributes of highly effective leadership, and to build relationships with other leaders in the community.

### **Personal Impact of iLEAD**

My experiences at iLEAD have emphasized that an effective leader is simply one member of a team. The best leaders have a keen insight into their own strengths and weaknesses, and work to optimize the unique strengths and weaknesses of each team member to collaboratively achieve a common goal.

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

iLEAD enhances the University of Nebraska community by providing current and future leaders with the knowledge, skills, insights, and experiences necessary to thrive in leadership roles.



## Stacy Smallfield, DrOT, OTR/L, BCG, FAOTA

College of Allied Health Professions, Department of Health and Rehabilitation Sciences

### How will you leverage your iLEAD experience into the future?

I want to continue to be a leader in the occupational therapy doctoral degree program at UNMC and contribute to the growth and development of the College of Allied Health Professions. I want to be recognized as a national and international leader and influencer in occupational therapy academic education through my teaching, scholarship, and service activities. I also intend to mentor junior faculty and students to lead within the profession of occupational therapy, both formally and informally.

### Why did you join iLEAD?

I am a learner. I have taken leadership courses in the past and find that spending time to intentionally focus and reflect on my leadership skills is a valuable professional growth opportunity. As with other content areas, I wanted to refresh and update my knowledge about best leadership practices and refine my leadership skills. Working in a newly developing program at UNMC, I also knew iLEAD would jumpstart my networking and relationship building with other leaders on campus.

### Personal Impact of iLEAD

The iLEAD experience has allowed me time to reflect on my own strengths and intentionally practice leadership skills that enhance my interactions with others. It has also given me opportunities to have meaningful conversations with others in which I have gained valuable insight and perspective. iLEAD has reinforced the importance of teamwork and the value of collaborative learning.

### Organizational Impact of iLEAD on UNMC

The iLEAD program prepares emerging leaders across the institution with the knowledge and skills to be more effective in their work, whether formally or informally. Specifically, the program gives opportunities for participants to solve problems, think strategically at an organizational level, build confidence and competence to face new challenges in practice, and develop collaborative relationships that go well beyond the program itself. Ultimately, the investment in the iLEAD program is an investment in the organization's future. The return on investment is immeasurable.



### Capping it Off: Designing an Occupational Therapy Doctoral Capstone Program

My iLEAD project focuses on the design and implementation of the doctoral capstone component of the newly developing occupational therapy doctoral degree at UNMC. This includes the development of a series of three didactic courses that leads students through the planning of a 14-week student-led experience that provides in-depth exposure to focused area and a project that demonstrates a synthesis of knowledge gained. The doctoral capstone component of the curriculum demands collaboration between the student, a faculty mentor, and a community partner, and needs to be consistent with the program's curriculum design. This project has emphasized the importance of relationship building, networking, and the value of connection for the greater good of the communities we serve.



### Strengths

1. Learner
2. Achiever
3. Deliberative
4. Consistency
5. Intellection





## Ethan L. Snow, PhD

College of Medicine, Department of Genetics, Cell Biology, and Anatomy



### Strengths Coaching for Master's in Medical Anatomy Teaching Assistants

Strengths-based practice has been shown to elevate performance and increase task satisfaction for individuals and teams. Strengths coaching is often employed by students and educators, so strengths training for graduate teaching assistants could especially benefit peer teaching and learning. As a Gallup-Certified Global Strengths Coach, my iLEAD project aimed to establish a strengths-based teaching curriculum with 1-on-1 coaching for Master's in Medical Anatomy students who help teach anatomy to High School Alliance students.



### Strengths

1. Achiever
2. Learner
3. Responsibility
4. Maximizer
5. Individualization

### How will you leverage your iLEAD experience into the future?

My leadership vision is to become a model of respect and support for different ideas. I believe open-mindedness to diversity in thought, philosophy, and abilities is necessary for creating excellence in collaboration and achievement of shared goals. In this regard, I am excited to apply all I've learned in iLEAD to my future leadership roles and create a greater impact for students, colleagues, community, friends, and family.

### Why did you join iLEAD?

I joined iLEAD to learn new leadership theories that I can apply to my everyday work responsibilities and leadership roles. In addition to the learning process, I knew the relationships I would develop with other iLEAD members would positively impact my professional development and give me an incredible network of individuals for feedback and partnership.

### Personal Impact of iLEAD

iLEAD has equipped me with new skills and insights that will help me accomplish my short and long terms goals more efficiently and with greater impact. I not only learned critical information from the expert speakers who are well-known for their leadership but also insights and perspectives from the other iLEAD members.

### Organizational Impact of iLEAD on UNMC

At UNMC, I teach anatomy to students across College of Medicine, College of Allied Health Professions, Graduate Studies, and the High School Alliance. Investment in iLEAD has helped me see my potential and has taught me how I can more effectively embrace and advance the teaching missions of these programs and UNMC.



## Sara Swanson, MD, PhD

College of Medicine, Department of Pediatrics, Division of Cardiology



### **Teamwork Makes the Dream Work: Building a Pediatric Cardiac CT Subspecialty Service**

My project was to improve our Pediatric Cardiac CT subspecialty service line. I worked with my team members to develop reliable systems within an expanded cardiac advanced imaging program to provide better patient care. I learned as a leader that you need to focus on supporting and bringing out the best in your team. Through strong relationships and a common vision, I saw team members grow in their abilities, support each other, and address issues through their own initiative and strengths.



### **Strengths**

1. Futuristic
2. Discipline
3. Learner
4. Responsibility
5. Achiever

### **How will you leverage your iLEAD experience into the future?**

Looking to the future, I aspire to be a more authentic, confident leader, using my unique talents and skills I learned about myself in iLEAD to provide vision and inspiration to my department. I want to focus more on mentorship, specifically building strong relationships with others, motivating, and empowering them to use their skills and talents in projects that bring value to others and bring out their best.

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

As I took the next steps in my career, I wanted to have dedicated time to focus on my leadership development, specifically to work on becoming more confident as a leader. iLEAD allowed me the time and space to develop professionally - learning important leadership skills and growing as a leader while being supported and encouraged by colleagues who were also taking their next steps in their leadership journey.

### **Personal Impact of iLEAD**

One of the most impactful experiences in iLEAD has been the new perspective I gained after doing all our personality and leadership assessments. This really helped me understand myself much better, specifically my unique strengths, personality style, communication style, etc. and how that translated to my leadership style. It allowed me to stop comparing myself to other leaders and gain confidence in how I could best authentically lead in my own leadership style.

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

iLEAD is a great experience allowing so many unique and talented individuals to come together to learn and support one another with the common goal of becoming better leaders and making a positive impact here at UNMC.



## Amanda Zangrillo, PsyD, BCBA-D

Munroe-Meyer Institute, Department of Severe Behavior



### Support, safety, and success:

#### A network of care at UNMC

Children with autism spectrum disorder (ASD) and intellectual disabilities (ID) have unique needs and preferences when participating in healthcare encounters and the child and family face difficulties with significant behavioral, communication, and/or sensory challenges. Interfering behaviors for individuals with ASD/ID occur at an increased rate relative to same-aged peers, significantly limiting participation in routine care. Caregivers face the burden of communicating needs and accommodations to providers and additional barriers such as geographical location, socioeconomic impact, racial and cultural factors, limited technology supports, and interpretive and translation needs magnify this burden. These factors limit supports, safety, and success during patient appointments for both the consumer and provider. This project aims to develop and disseminate an organized network for support, safety, and success for youth with ASD/ID and providers in the University System.



### Strengths

1. Focus
2. Restorative
3. Achiever
4. Command
5. Communication

### How will you leverage your iLEAD experience into the future?

iLEAD brings incredible value to my leadership efforts. I have already had opportunities to build team building and exploration activities for my staff. I have discussed these opportunities with my current faculty and hope to facilitate opportunities for their growth in the future.

### Why did you join iLEAD?

Simply put, I had no idea how to lead, how to motivate, and how to ensure we had a common direction. I do now.

### Personal Impact of iLEAD

I feel as if I have more courage to ask for what I want and need from those around me. In a similar vein, I am able to get more detail about others' wants and needs too, which has created an open dialogue allowing us all to tap into what makes us "tick" as a department and organization.

### Organizational Impact of iLEAD on UNMC

I see the deep and lasting impact at UNMC each day. Through participation we have been fortunate to see the efforts of previous cohorts, learn from current leaders, and put our mark on activities through iLEAD. I am confident that my participation in iLEAD has opened many connections to other organizations at UNMC and helped me advocate and explore endeavors outside of UNMC. All of these efforts resonate the mission of UNMC related to iTEACH values.



## Kenneth Zoucha, MD

College of Medicine, Department of Psychiatry

### How will you leverage your iLEAD experience into the future?

What has become brilliantly clear is that my leadership goals and style were going to have to be different than that of an early career provider. I adopted a new paradigm that involved initiative that was balanced with humility and responsibility fueled by gratitude. My iLEAD experience will help me build a structure to attract early career physicians to our division, teach and mentor, and pave the way for a successful, productive and satisfying career for our addiction medicine fellows and for our faculty and staff.



### **Becoming a Leader in Transition: Developing a Pipeline to Addiction Medicine Fellowship Through Synchronicity**

My iLEAD project for the year was part of a larger endeavor to bring the Nebraska Medicine Addiction Treatment Services into the realm of a regionally known and respected division, aligning with the Psychiatry Department objective of being a regional leader in patient care, teaching and research. My project focused on building a pipeline of resident physicians for our addiction medicine fellowship into the future. As the Program Director, I wanted to improve my leadership skills to help my faculty navigate this process.



### **Strengths**

1. Developer
2. Connectedness
3. Empathy
4. Harmony
5. Learner

### Why did you join iLEAD?

I thought iLEAD would help me with my knowledge and skills as a leader in my current role, which has challenged me as much as any that I have ever had. I have been a leader in at least 4 different settings during my professional career, yet had not pursued education in what might make me a better leader. I also was feeling scattered with too many points on my compass leading me in competing directions and toward a swirling mass of overcommitment. I was looking for guidance, and hoping the Universe would show me this path that I was to take at this point of my career, having faith in the Buddhist saying; “When the student is ready, the teacher will appear.”

### Personal Impact of iLEAD

The relationships I have developed and fostered through iLEAD have been an incredible gift. Nebraska Medicine has recruited amazing professionals, who have much to teach, and I have benefitted from those relationships. iLEAD has also granted me the gift of humility, and provided me with the assurance that I can be the leader that I am being called to be in this given time. “What kind of leader do you want to be” has changed to “What kind of leader are you becoming.” The most significant benefit I have gained from iLEAD is probably the realization of the non-linear, circular path of my professional career.

### Organizational Impact of iLEAD on UNMC

I think that anyone who participates in iLead has a chance to reflect on their talents, honing those talents to advance careers, divisions, departments and the University as a whole. It provides the confidence for the participants to take on roles they would not have thought possible in the past. iLEAD fosters relationships, giving participants confidence to approach Nebraska Medicine leadership with ideas and talents that will benefit the entire institution. Finally, it gives everyone the opportunity to learn about leadership skills, something not taught in many professional programs. I have had at least 4 other leadership positions prior to coming to UNMC and this is the first time I have been given the opportunity to improve.



## **2023 iLEAD GRADUATES:** THE NEXT GENERATION OF LEADERS

Rebecca Aron

Craig V. Baker

Keely Cassidy

Amy Drayton

Lauren T. Edwards

Bryant England

Amy Ford

Stacey Gilk

Helen F. Grace

Rebekah Gundry

Carrie A.B. Hoarty

Shelby A. Jensen

Michelle L. Johnson

Miki Katzir

Kevin M. Kemp

Faris Khan

Bethany Lowndes

Riley D. Machal

Courtney McLean

Carrie J. Meyer

Melissa Muff-Luett

Maheswari Mukherjee

Kari Neemann

Melissa O'Dell

Laura A. Ortmann

Kaitlyn Pellegrino

Bradley N. Reames

Stacy Smallfield

Ethan L. Snow

Sara Swanson

Amanda Zangrillo

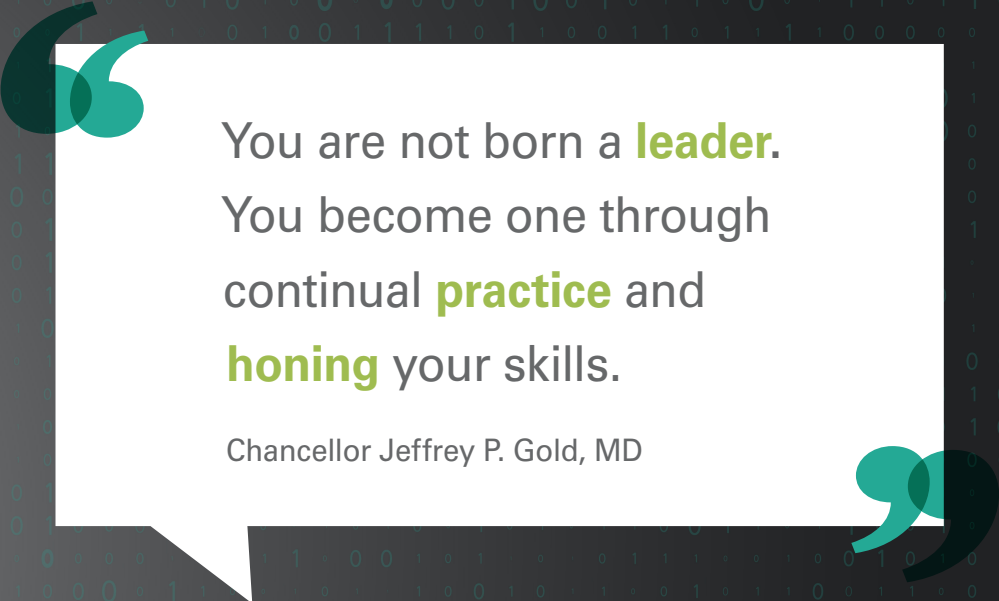
Kenneth Zoucha



## LEADING THE WORLD IN TRANSFORMING LIVES CONGRATULATIONS 2023 iLEAD GRADUATES

*If you want to go far, go together.*





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

Chancellor Jeffrey P. Gold, MD

## 2023 iLEAD PLANNING COMMITTEE

Sheila Ellis, MD

Allison Grennan, PhD

Vicki L. Kennel, PhD

Kaleb Michaud, PhD

Yun Saksena, BDS, MSc, DMD

Linda M. Love, EdD, MA

Giovanni Consolino, MA

Eric Bloomquist, MA

## 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 2023 iLEAD graduates for their hard work on their leadership journey!

