



6th Annual

# LEAD 2024

Enriching Experiences for Women in Hematology & Oncology

## LEAD

Claire Verschraegen, MD, MS, FACP, FASCO

# Disclosures

NCI funding  
SunPharm consultant  
CTI consultant



**To LEAD for all their hard work promoting women oncologists**

**To all of you for choosing me as the Keynote Speaker**

**To the faculty for awarding me the first Women Oncologist of the Year in 2019**

**Thank you for all you do to help cancer patients - Cancer remains the most anxiogenic and lethal disease**

**Thank you to my family who always supported my professional endeavors - Ram, Victor & Adeline**

**Thank you for my parents for educating me and my 2 sisters to be as independent as can be!**

THANK YOU





LEAD2024: Leadership, Empowerment, and Development





**Dr. Carolyn Presley,  
Rising Star Award 2022  
LEAD Santa Monica CA**



# Agenda

Topic
What does be a leader mean?
Being sorry?
Mentorship
Division Chief position
What's next?



# What does it mean to be a leader?

Poll Audience

# What does it mean to lead?

Gnothi Seauton – Socrates

Trench work

Team Science – very few discoveries are entirely done by one person

Goal settings

Precise

Measurable outcomes

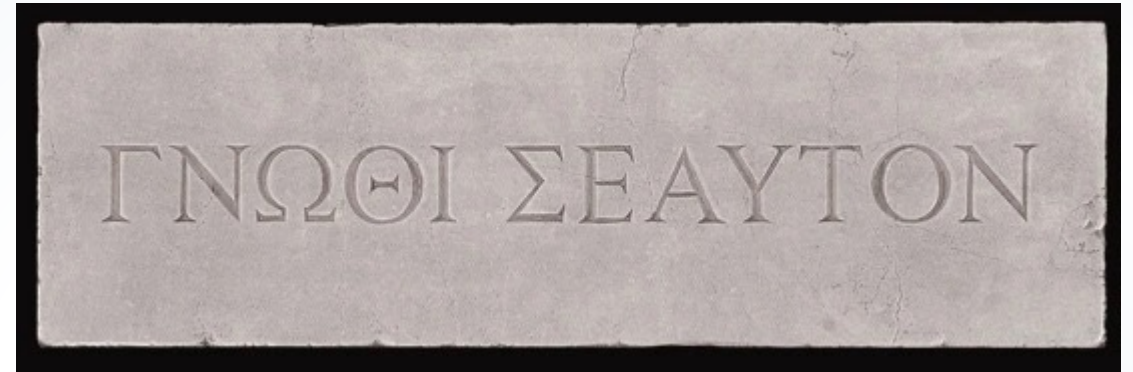
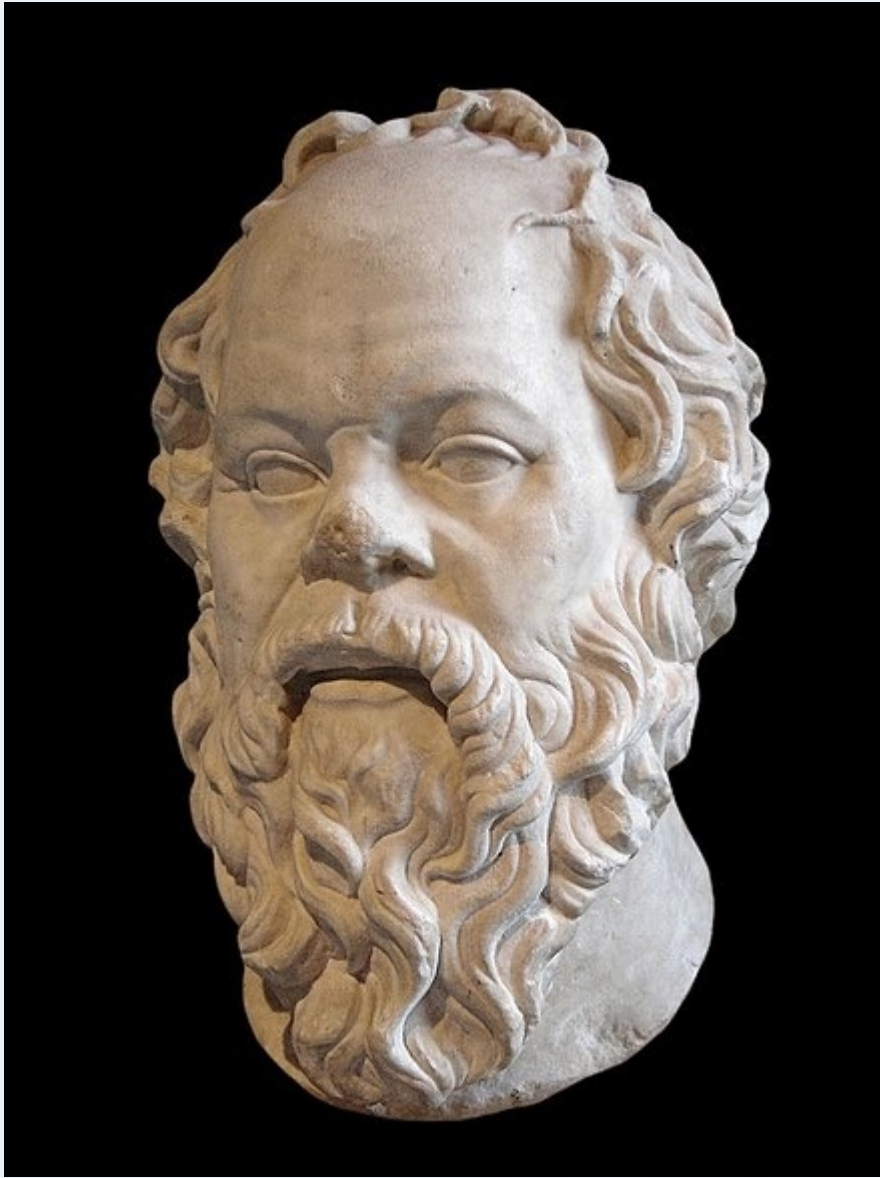
Timed

Recap achievements - revised

Educating by prompting

Focus on your own research achievements - Pick one goal





Inscription above the entrance to the Temple of Apollo at Delphi:  
**Gnothi Seauton**

# Coaching for leadership

Maintaining and Communicating the Organization's Mission

Developing and Communicating Your Vision For the Organization

Expressing Your Values

Stating Your Goals and Objectives

Implementing Your Tactics

Communicating Effectively

Providing Meaningful Evaluation and Feedback to Others

Maintaining A Balance of Activities in One's Life

Effective Time Management

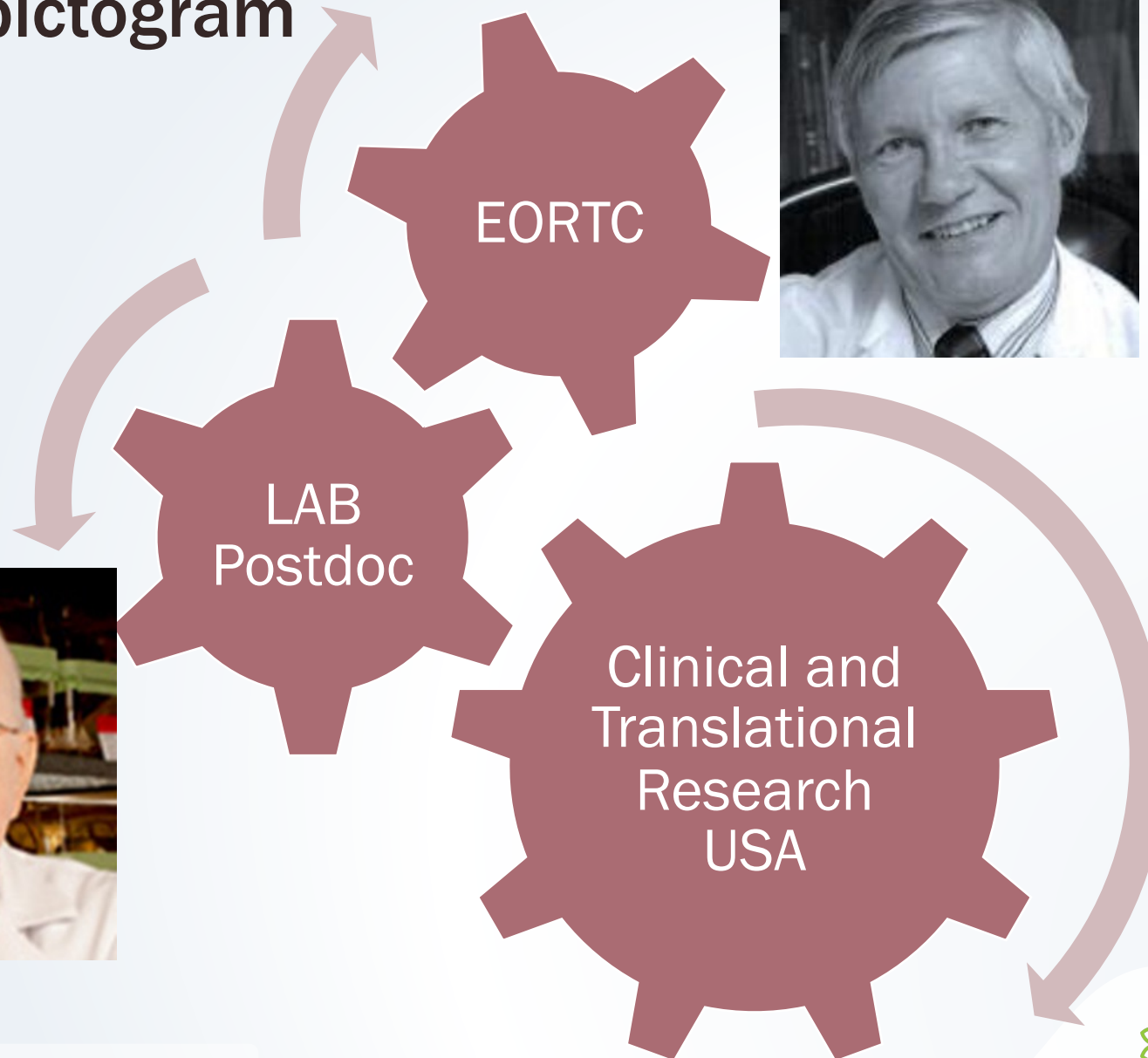
Creating A Legacy



# Team Science pictogram



<https://www.aacr.org/professionals/membership/in-memoriam/bepino-c-giovanella/>

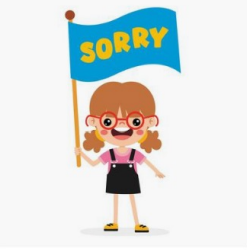
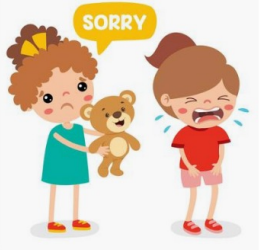


[https://archive.cancerworld.net/wp-content/uploads/2017/07/2460\\_masterpiece.pdf](https://archive.cancerworld.net/wp-content/uploads/2017/07/2460_masterpiece.pdf)

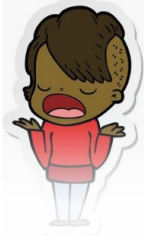
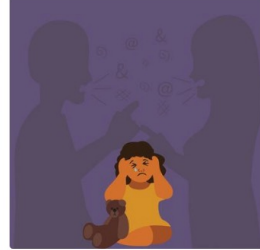
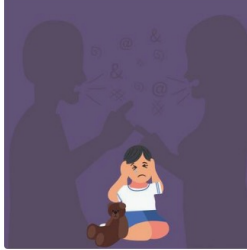
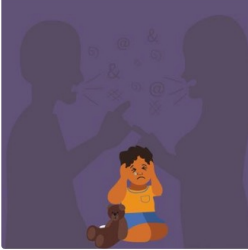
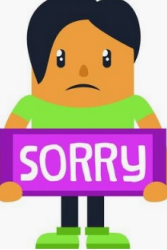
MD Anderson  
Dr Hu  
UNMCCC  
Dr. Arias Pulido  
UVMCC  
Drs. Jon Ramsey & Kevin Lam  
OSUCCC  
Shift to education and training

# Being sorry?

Poll Audience



- Kids Cover
- Kids Play
- Apology
- Kids World
- Kids Sharing
- Kids Zone
- Bad Parents
- Kids Home





# Being sorry?

Count how many times you say sorry in one day, for no reasons

Ingrained through education - females >> males

Switch to

Excuse me

Smile

Joke

Only be sorry when you really hurt someone or you are really wrong



# Mentorship

Poll Audience

# Mentorship

Mentorship is transmitting your own knowledge and practical tricks to solve issues faced by learners

Mentees should be responsible to actively ask the questions that bother them

Sometimes, when you do not know, you don't know it exists – Keep an open mind for “discoveries”

Mentors, if they know, should anticipated the dark side of no-knowledge with their mentees

As a mentor, keep an eye on the relationship.

OK to question the relation if it doesn't work

# Division Chief position

Poll Audience

# Division Chief Position

Did it for almost 14 years

Ver-Schraegen = The Supporter

What was easy:

Engaging young faculty and fellows in academic life

Sending faculty to coaching for trait improvement

Setting goals and policies

Supporting research efforts, but it takes \$\$ and 5 years of patience to see ROI

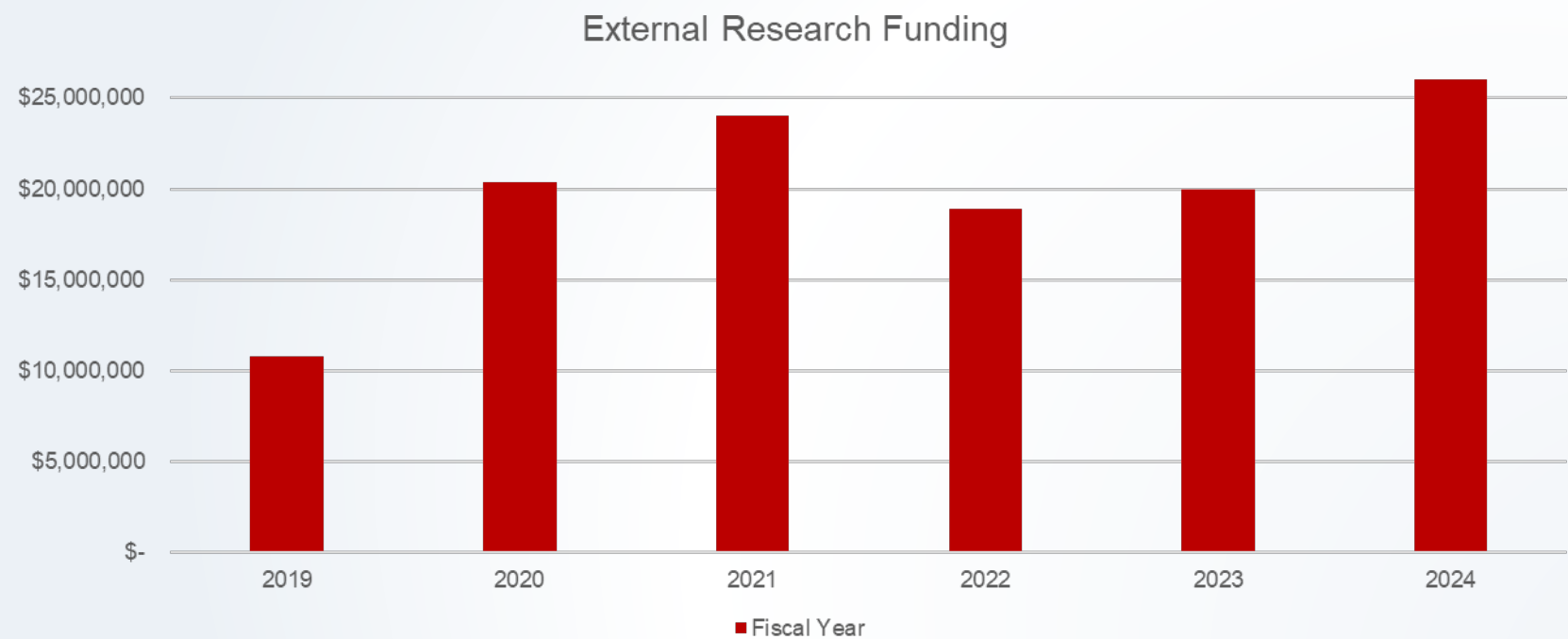
Diversity - Not much difference genetically, but culturally huge

- SNPs in dogs change phenotypes (hair length, size, nose shape, etc...)
- Moon children



# Research Success

Received \$27.1 million in external grant and contract funding in FY24



# Moon Children San Blas, Panama



A splice site mutation is the cause of the high prevalence of oculocutaneous albinism type 2 in the Kuna population

May 2009 · Pigment Cell & Melanoma Research 22(5):645-7  
22(5):645-7

DOI:[10.1111/j.1755-148X.2009.00575.x](https://doi.org/10.1111/j.1755-148X.2009.00575.x)

Source · [PubMed](#)

## Authors:



Androuw Carrasco



Elaine M Forbes



Pascale Jeambrun



Murray H Brilliant

A genetic alteration in the DNA sequence that occurs at the boundary of an exon and an intron (splice site). This change can disrupt RNA splicing resulting in the loss of exons or the inclusion of introns and an altered protein-coding sequence. Also called splice-site variant.



# Diversity

## ASCO Oncology Summer Internship (OSI)





# Division Chief Position

Did it for almost 14 years

Ver-Schraegen = The Supporter

What was difficult:

Trotting along the idea of a strategic plan and leadership institutional ideas – Most are vanilla, others not aligned with oncology business

Recruiting – Not enough trainees

Clinical trial accruals – always lower than expected/faculty, despite specific targets

Title 9 issues

Loosing faculty to cancer

# Navigating C Suite

To create a network of peers dealing with middle management for the most important issues





# Top-Down Management

Top-down management **inhibits curiosity, creativity, and proactivity**

Top-down management **reinforces their “status quo,” creating static, non-resilient cultures**

Top-down management creates a greater distance between decision-makers and people “on the ground,” causing employees to **feel disconnected from the organization mission and values**

Top-down management **disengages teams** who are not involved in decision-making, resulting in unhappy employees with little autonomy

Top-down management does not take into account that **“the top” doesn’t know everything**, and that certain knowledge or expertise is present on other levels of the organization.

Limelights

# Middle Management



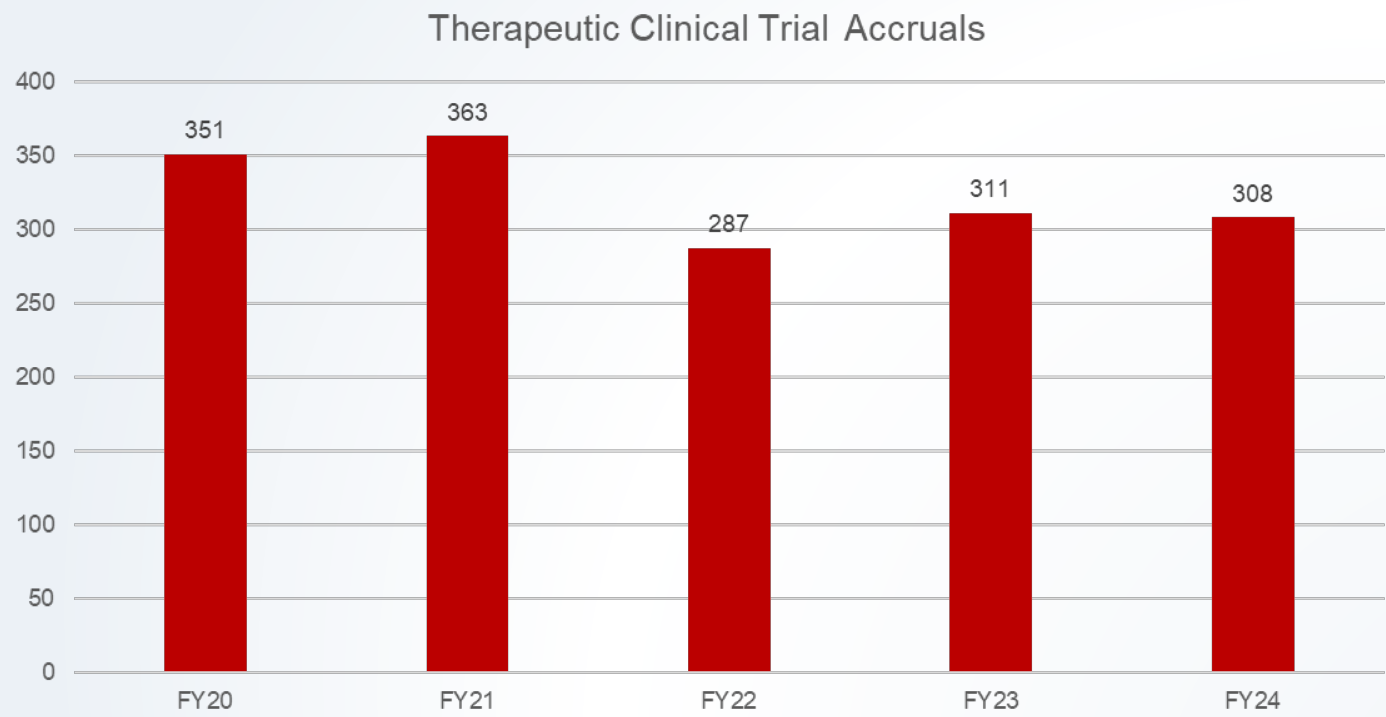
# Oncology Workforce Shortage - AAMC

2007: While the number of oncologists has more than doubled over the past two decades, supply is projected to **only increase 20%** between now and 2020, and capacity for oncologist visits is projected to rise even less at 14%. **Demand for oncologist services is projected to grow by 48%** during that same time. Unless there is a dramatic change in cancer care treatment or delivery between now and 2020, the nation is expected to face an acute shortage of oncologists (medical oncologists, hematologist/oncologists, and gynecologic oncologists).

<https://society.asco.org/sites/new-www.asco.org/files/content-files/research-and-progress/documents/Forecasting-the-Supply-of-and-Demand-for-Oncologists.pdf>



# Clinical Trial Accruals



# Title IX

Education Amendments of 1972. Prohibits sex-based discrimination in any school or any other education program that receives funding from the federal government. Public Law No. 92-318, 86 Stat.

U.S. Department of Education Released Final Title IX Regulations, Providing Vital Protections Against Sex Discrimination - April 19, 2024



Paralegal system

# Title IX Regulations

Each institution receiving federal funding must designate a Title IX coordinator to oversee compliance and answer questions. The coordinator's name, address, and phone number must be easily accessible.

Schools must communicate their nondiscrimination policies to students, employees, and other participants in their education programs.

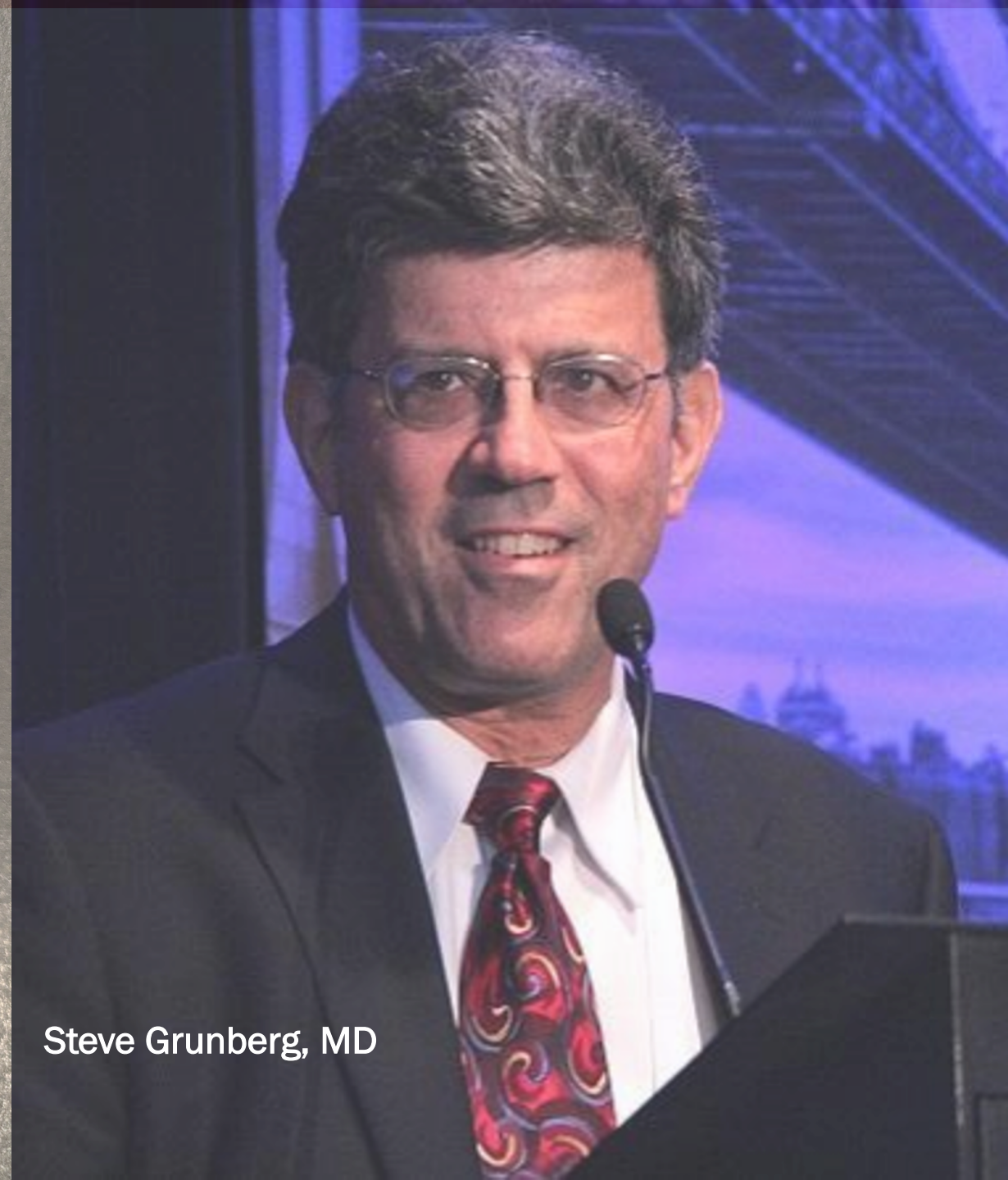
Schools must have procedures in place to resolve complaints. The new regulations allow for oral complaints, and define a complaint differently than the 2020 regulations.

The United States Department of Education's Office for Civil Rights (OCR) is responsible for enforcing Title IX. OCR may investigate complaints, refer them to other agencies, or work with recipients to achieve compliance.

Those found to have violated Title IX may face punishment such as suspension, expulsion, probation, restitution, counseling, and community service.

The federal government can terminate financial assistance to an institution that does not voluntarily comply with Title IX.





Steve Grunberg, MD



# What's Next

I am at the sunseting of my professional career

Continue mentoring young (and not so young) faculty

Engaging in climate control with OUCH-i Dr. Joan Schiller

Would love to lobbying for increasing number of slots in hemonc fellowships -  
Who wants to help? - It needs to at least double

Complete writing the “Division Chief Bible”

AArt & Cancer, to promote cancer survivors who found Art as an escape to  
their cancer troubles.

# An Open Letter to Policy Makers

## Effects of the Climate Crisis on Cancer

Oncology Advocates United for Climate and Health - International

To add your name to the letter: [Sign OUCH-I's Open Letter to Policy Makers](#)





Dr. Dominique Wagner

CML



Kay Bea Jones  
Caregiver of a colon cancer patient







Josiane Hermesse

TNBC Breast cancer





**Dr. Cecile Flament**

**Gastric cancer**



A bouquet of flowers is arranged on a light-colored wooden surface. The bouquet includes several yellow Black-eyed Susans with dark brown centers and one large, vibrant pink rose. The stems of the flowers are green and leafy. The text "The End..." is overlaid in the upper right corner in a yellow, sans-serif font.

The End...

Thank you all for being here &  
forming such a great sisterhood in  
oncology!