



Mid-Career Faculty Women's Leadership Program

When will applications be open?

The annual application process is late Q4 of every year (November/December). Final cohort participants announced January.

What does the application require?

The application is an online form consisting of a short series of questions. This form is to be submitted with a *brief letter from you outlining your professional experiences, career goals and a short reflection on how the program objectives align with your goals*. In addition, you will upload a short letter of support from your Division Head (template is provided with the form) and your most up to date CV.

What is the letter of support?

The letter of support is a letter coming directly from your Division Head. This letter indicates to the Department that your Division leadership is aware and supportive of your potential attendance of the program and will help set you up for success in the program.

How many participants are selected each year?

Approximately 25

What is the selection criteria?

It is most important that participants are the right fit with the design and learning objectives of the course. In addition we will strive to have a diverse cohort, as one of the major benefits of the program is networking with peers both similar and different to the ones you work with every day. To help make this happen a number of factors will be taken into consideration when selecting applicants other than their academic and clinical qualifications, such as: degree, primary location, Division / specialty, length of experience in academic medicine, research area, scholarship area, professional goals, and much more. Considering all the factors of an individual's application will support selection of a dynamic and diverse class to ensure participants have the best learning experience.

Is this program the right fit for me?

The program is designed for mid-career academics to help build and polish your existing leadership skills, build community with peers in the Department of Medicine and support you as you move towards the next level or stage of your career.

Similar to the American Association of Medical Colleges (AAMC), the DOM PAGE Mid-Career Women's Leadership Development Program is designed for faculty at the associate professor level, ideally with 1-2 years elapsed since appointment to this rank. However, recognizing every faculty member's career progresses at a different pace, generally, this program is designed for faculty who have been in academic medicine 8 – 15 years. Applicants should have a significant amount of experience in academic medicine and demonstrated leadership ability, either in formal administrative or other leadership roles. In addition mid-career faculty





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Considering other programs? Wondering how this program differs from other programs available to Department of Medicine faculty?

The key to selecting the program which will be the best fit for you is to first *reflect on your individual professional goals and what skills, knowledge or experiences will best meet your development needs.*

Brief descriptions of program offerings, learning objectives and target audience are included below along with contact information for each program.

Specific questions on which program might be a good fit for you? Contact Penny Archuleta, penny.archuleta@cuanschutz.edu.

Program Name	Sponsor	Primary audience	Key Learning Objectives	Time Required
<u>DOM PAGE Women’s Leadership Program</u>	Department of Medicine Program to Advance Gender Equity (PAGE)	Mid-career faculty in the <i>Department of Medicine</i> Annual cohort – approximately 25	Collective development plans in a gender-specific format will help inform program topics. Participants will develop a rich, peer support network, augment leadership skill sets and capacities in parallel with DOM PAGE initiatives, develop skills to address and mitigate barriers and bias for women in leadership. Includes: 360-assessment debriefed by a professional coach <i>Most topics, although not all, have a greater relevance and application for women junior faculty.</i>	4 ½ day sessions over the course of 9 months 5 1-hour sessions in alternating months 60-90 minutes, completion of 360 and debriefing with leadership coach





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Program Name	Sponsor	Primary audience	Key Learning Objectives	Time Required
Women's Leadership Training (WLT)	University of Colorado – Women in Medicine and Science	Early career women faculty in the <i>School of Medicine</i> (inter-departmental cohorts) Annual cohort – approximately 50	Topics focused on academics and career development such as conflict management and resolution, mentorship, Myers-Briggs Type Inventory (MBTI) leadership styles, resilience, etc. <i>Most topics, although not all, have a greater relevance and application for women junior faculty.</i>	5 sessions over the course of 12 months (2 full days and 3 half days).
Career Cornerstones	Department of Medicine in partnership with Departments of Pediatrics, Emergency Medicine, Ophthalmology, Radiology and Family Medicine	Early career faculty, in sponsoring Departments, targeted to Assistant Professors, years 1-4 of rank and prior to completing a mid-course review	Collaboration of junior faculty across 6 different departments within the School of Medicine. Topics include, but are not limited to, promotion criteria, matrix review, CV review, obtaining mentorship, time management, resilience, and networking.	4 ½ day sessions over course of 8 months
AAMC Early Career Women Faculty Leadership Development Seminar	Association of American Medical Colleges (AAMC)	Early career women physicians and scientists at the Assistant Professor level (minimum of 1 year and maximum of 6), instructors considered based on relevant experience.	<ul style="list-style-type: none"> • Gain insights into overcoming challenges of building a career in academic medicine and science • Learn and integrate foundational leadership competencies and skills • Expand network of colleagues • Identify skill areas in need of further development 	3 ½ day seminar at location choice of AAMC, application process through School of Medicine





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<p>AAMC Mid-Career Women Faculty Leadership Development Seminar</p>	<p>Association of American Medical Colleges (AAMC)</p>	<p>Mid-career women physicians and scientists at the Associate Professor level with at least 8-15 years of experience in their faculty appointment.</p>	<ul style="list-style-type: none"> • Visualize potential paths to leadership, and develop career plans to advance toward that vision. • Identify networks of mentors and colleagues in academic medicine and science. • Acquire tools and skills necessary for leading teams toward improved organizational and individual performance. 	<p>4 day seminar at location choice of AAMC, application process through School of Medicine</p>
<p>Executive Leadership in Academic Medicine (ELAM)</p>	<p>Drexel University College of Medicine</p>	<p>Senior women faculty at the associate or full professor level who demonstrate the greatest potential for assuming executive leadership positions at academic health centers within the next five years.</p> <p><i>School of Medicine nomination required – 1-2 candidates put forth annually</i></p>	<p>See site for detailed program description.</p>	<p>12 month commitment, 3 weeks over the course of the year in other sites, homework and projects throughout the year; application process through SOM</p>

