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INAUGURAL AUPO ACADEMIC LEADERSHIP DEVELOPMENT PROGRAM PARTICIPANTS 2020-2021

Overview

The purpose of this program is to enhance the professional development of individuals with the interest in and potential for leadership positions in academic ophthalmology. The program initiated in 2020, will provide orientation and skills that will assist program participants in succeeding in the academic ophthalmology leadership pathway. In addition, it will provide meaningful opportunities to network with current leaders in our field as well as with fellow rising stars selected to participate in this program.

Participation Guidelines

- Most nominations will come from the department chair of the nominee. In addition, Program directors, AUPO current and former Board members and former Chairs are encouraged to identify appropriate candidates and suggest nomination to the candidate's chair.
- Nominee must be an MD who is at least 5 years into their academic career since completion of their postgraduate training.
- Nominee must agree to participate in all elements of the Academic Leadership Development Program (i.e. attend all designated in-person and virtual meetings.)
- Cost for participation will be shared by the Association of University Professors of Ophthalmology, the sponsoring department of ophthalmology, and the individual participant.
- Estimated annual Academic Leadership Development Program class size: 10-14 participants.

Participant Selection

- The ALDP Selection Committee will review and select participants based on completed nomination forms submitted by January 5.
- Selected participants will be notified by the ALDP Selection Committee following the Committee's selection decisions in early February.
- Nominees who are not selected may be re-nominated the following year.

Program Outline

Summer Start: The program will kick-off with a required in-person session in July, taking place over 2 days in Chicago, Illinois, and including a series of leadership-related talks and discussions. Topics covered will include *Critical Elements for Effective Leadership - Strength-Based Leadership Workshop*; *Preparing for Academic Leadership: How Do I Craft My Career Path?*; *Creating the Best Department Culture*; *Managing Faculty: From Mentoring to Difficult Conversations*; and *Success in Academic Leadership*. The sessions will be led by current and former members of the Board of Trustees of AUPO. Participants will be provided with opportunities to network informally with their classmates as well as AUPO leaders.

Virtual Sessions: August through June, AUPO leaders will host live online discussions for the participants on topics such as *Leadership Crucible*; *What Makes a Leader*; *Leadership and Career Development*; *Leading with Strategy*; and *Challenges for an Academic Medical Center Leader*. Participants wrap up their experience with one-on-one consultations and a scholarly project resulting in enduring materials. Many of these sessions will require reading relevant articles and books, which will be supplied by AUPO.

Other In-Person Sessions: The group will meet in person for a 1.5–2-hour session during the AAO Annual Meeting. The 2024 AAO Annual Meeting is scheduled for October 18–21 in Chicago, Illinois. As a requirement of the program, participants will also attend the AUPO Annual Meeting, scheduled for January 29–February 1, 2025, in Fort Lauderdale, Florida. At the meeting, they will have the opportunity to meet and network with the other program participants and the members of the AUPO Board. They will participate in a 2-hour session with other participants and program leaders, on Thursday or Friday of the Annual Meeting.

Cost Sharing

AUPO will fund the faculty, consultants, moderators, agenda materials, resource books, and meeting preparation. In addition, the AUPO will fund the social events and the facility costs for the summer program.

Department will fund the registration, airfare, and lodging for the AUPO Annual Meeting.

Participant will fund the airfare and any other associated travel costs for the summer program, as well as any costs associated with projects.

“The ALDP was an incredible opportunity to expand my network and connect with others in a way that is challenging when you are not at the same institution. The learning experiences were relevant and useful to my growth as a leader.”

— 2020–21 PARTICIPANT

“Class size seemed perfect. Pre-work and reading was manageable. Topics covered were appropriate and comprehensive.”

— 2021–22 PARTICIPANT

“Overall an excellent program! Small number of participants – this really was important to me as it allowed for more meaningful connections and networking. In person meetings! Ability to network with other AUPO board members. Relevant topics and excellent presenters.”

— 2022–23 PARTICIPANT

“The opportunity to learn from leaders within ophthalmology as well as peers at a similar stage of their careers has been invaluable. The program facilitates honest conversation and provides tools to help advance one’s leadership skills.”

— 2023–24 PARTICIPANT

Application

The chair should use the link below to complete the online application requesting demographic information and attachments for one nominee. Additional requirements include:

- Most nominations will come from the department chair of the nominee. In addition, Program directors, AUPO current and former Board members and former Chairs will be encouraged to identify appropriate candidates and suggest nomination to the candidate’s chair.
- The nomination letter should outline the candidate’s career trajectory and how the program will enhance the applicant’s professional development.
- The chair letter should support protecting time for the applicant to participate in the program and committing to support the costs incurred to the department.
- If another department chair or former Chair nominates the candidate (the nominee’s Chair is not the home Department Chair), one of the ALDP leaders will discuss the program and nomination with the nominee’s chair. If the nominee’s chair is not willing to support the nomination, the candidate may still participate in the program, but may need to pay non-AUPO supported expenses on their own.
- Letter from the applicant, outlining career goals and how this program will be beneficial. As well, the applicant should indicate their willingness to attend all of the required activities and cover their assigned costs of the program.
- Curriculum vitae from the applicant.

