

National Leadership Programs in Academic Medicine (WPO2024)

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Early Career

AAMC Early Career Women Faculty -Leadership Development Seminar (3 day)

<https://www.aamc.org/professional-development/leadership-development/ewims>

Women physicians and scientists at AAMC member school of medicine, with a minimum of two years of experience

AAMC Minority Faculty - Leadership Development Seminar (3 day)

<https://www.aamc.org/professional-development/leadership-development/minfac>

Provides participants with real-world guidance and tools for pursuing career advancement in academic medicine for junior faculty.

Develops key professional competencies that build skills in grant writing and communications, while expanding their network of colleagues and role models.

Early & Mid-Career

National Center For Faculty Development & Diversity (12 week)

<https://www.facultydiversity.org/about-us>

If your institution is a member, many resources are free or the charge is reduced.

Provides professional development and external mentoring programs and services designed to help scholars increase their research productivity and work-life balance. (and other resources – e.g. writing program)

Mid-Career

AAMC Leadership Education and Development (LEAD) Certificate Program (1 year)

<https://www.aamc.org/professional-development/leadership-development/lead>

Knowledge and skills necessary to support continued progress to leadership in academic medicine and science.

Cohort-based, national leadership development certificate program that focuses on four areas: Strategic vision and setting direction, developing people, developing organizations and managing effectively

AAMC Mid-Career Seminar for Women (3 day)

<https://www.aamc.org/professional-development/leadership-development/midwims>

Like LEAD it covers organizational leadership topics and career advancing essential for effective leaders in mission-critical activities.

Advancing Women Leaders in Medicine - Leadership Accelerator 2024 (6 months)

<https://www.womeninmedicinesummit.org/leadership-accelerator>

Accelerating the leadership skills of women physicians 5-12 yrs post-training, support their development of strategic self-awareness, and leverage the management literature to incorporate research into daily practice.

Senior Programs

Harvard (2 week)

<https://www.hsph.harvard.edu/ecpe/programs/leadership-development-for-physicians/>

To enhance leadership and management skills for medical directors and division chiefs in academic health centers.

Intensive and systematic study of the critical leadership and management issues faced by physicians in administrative positions and academic health centers.

Women's Executive Leadership Program (4 months) (not just academia)

<https://www.the-impact-center.org/womensleadership>

Accelerating participants' professional development and strengthening their identity as leaders, through a curated and thoughtful curriculum, executive coach, peer support, providing participants with know-how for their own leadership paths and next steps decisions.

Executive Leadership in Academic Medicine (ELAM) (1 year)

<https://drexel.edu/medicine/academics/womens-health-and-leadership/elam/about-elam/>

Leadership training with extensive coaching, networking and mentoring opportunities for women candidates for leadership in academic medicine, dentistry, public health and pharmacy for associate professor or higher, with significant administrative experience. The Institutional Action Project (IAP) is a key activity supporting leadership development and organizational innovation designed implements and evaluated by the fellow.

The purpose of the IAP is to integrate the curricular resources and peer support of the fellowship in a tangible leadership contribution to the fellow's institution.

Executive Leadership in Health Care (ELH) (1 year)

<https://drexel.edu/medicine/academics/womens-health-and-leadership/elh/>

The Executive Leadership in Health Care program is targeted to rising women at the equivalent of the associate or full professor level who are established experts in their domain.

Candidates will have a track record of achievement in clinical program development (or other institutional-level activities that mark them as appropriate) and have aspirations to lead at the executive level in the next five years.

Early, Mid-Career & Senior in Ophthalmology

ARVO Women's Leadership Development Program (1 year)

<https://www.arvo.org/education/Womens-Leadership-development-program/>

Focused on leadership skill development and facilitating leadership opportunities in vision research and networking within ARVO for faculty/tenure-track or equivalent position for not more than 10 years

Academic Leadership Development Program (ALDP) – AUPO (1 year)

<https://aupo.org/academic-leadership-development-program>

Orientation and skills for the professional development of individuals for leadership positions in academic ophthalmology and opportunities to network with current leaders and fellow rising ophthalmologists.

MDs at least 5 years since completing postgraduate training, proposed by their current department chair, must agree to develop a project over the course of participation in the program that will benefit their department, institution, or AUPO.

AAO Leadership Development Program (1 year)

<https://www.aao.org/about/leadership-development/overview>

18-20 participants are selected in a competitive process following nomination from their State or Sub-Specialty organization. "The purpose of the Leadership Development Program is to provide both orientation and skill development to future leaders of state, subspecialty and specialized interest societies."

DIY

Women in Science – NIH

Professional/Career Development Tools & Resources

<https://womeninscience.nih.gov/professionalcareer-development-tools-resources>

Samples of professional/career development tools and resources from diverse sources.

AAMC Women Faculty of Color Toolkits: Strategies for Advancing the Careers of Women of Color in Academic Medicine

<https://www.aamc.org/professional-development/affinity-groups/gwims/women-of-color-initiative-toolkits>

Practical information presentations on issues, practices, and data that impact women faculty of color, relevant best practices, tips on implementation, and useful references

[Part 1: Institutional Strategies](#) (PDF), [Part 2: Individual Strategies](#) (PDF)

Relevant reference:

Berkowitz ST, Law JC, Sternberg P Jr, Patel S. [Leadership Development in Ophthalmology: Current Impact and Future Needs](#). J Acad Ophthalmol (2017). 2021 Feb 26;13(1):e32-e39. doi: 10.1055/s-0041-1723001. PMID: 37389169; PMCID: PMC9928019.