

AUPO ALDP

ACADEMIC LEADERSHIP DEVELOPMENT PROGRAM

APPLY NOW: bitly.com/aupo-aldp-form

Launched in 2020, this program provides essential orientation and skills to help participants succeed in the academic ophthalmology leadership pathway. Participants will also have valuable networking opportunities with established leaders in the field and fellow rising stars.

Participation Guidelines

Nominations: Most nominations will be made by the nominee's department chair. Program directors, current and former AUPO Board members, and former Chairs are encouraged to identify suitable candidates and recommend nominations to the candidate's chair.

Eligibility: Nominees must be ophthalmologists with at least five years of academic experience since completing their postgraduate training.

Commitment: Nominees must agree to participate in all components of the Academic Leadership Development Program, including attending all designated in-person and virtual meetings.

Costs: Participation costs will be shared among the Association of University Professors of Ophthalmology (AUPO), the sponsoring ophthalmology department, and the individual participant.

Class Size: The estimated annual class size for the program is 10–14 participants.

Participant Selection

The ALDP Selection Committee will review completed nomination forms submitted by January 9. Selected participants will be notified in early February. Nominees not selected may be re-nominated the following year.



INAUGURAL AUPO ACADEMIC LEADERSHIP DEVELOPMENT
PROGRAM PARTICIPANTS 2020-2021

Program Outline

Summer Start: The program will commence with a required two-day in-person session in July (location TBD). This session will feature a series of leadership-focused talks and discussions, covering topics such as:

- Critical Elements for Effective Leadership
- Strength-Based Leadership Workshop
- Crafting Your Academic Career Path
- Creating a Positive Department Culture
- Managing Faculty: From Mentoring to Difficult Conversations
- Success in Academic Leadership

Sessions will be led by current and former AUPO Board members, and participants will have opportunities for informal networking.

Virtual Sessions: From August to June, AUPO leaders will host live online discussions on various topics, including Leadership Crucible, Leadership and Career Development, and Challenges for Academic Medical Center Leaders. The program will conclude with one-on-one consultations and a scholarly project resulting in enduring materials. Participants will be required to read relevant articles and books. AUPO will provide the Strengths Based Leadership book and articles; other recommended reading will be provided by participants. Participants will meet for a 1.5–2-hour session during the AAO Annual Meeting. They will also attend the AUPO Annual Meeting where they will network with other participants and AUPO Board members.

Cost Sharing

AUPO: Will cover faculty, consultants, moderators, agenda materials, a resource book, and meeting preparation, as well as social events and facility costs for the summer program.

Department: Will cover registration, airfare, and lodging for the AUPO Annual Meeting.

Participant: Will be responsible for airfare, any additional travel costs for the summer program, as well as costs associated with projects.

Application

The department chair should complete the online application using the link above, providing demographic information and attachments for one nominee. Additional requirements include:

Nomination Letter: Should detail the candidate's career trajectory and how the program will enhance their professional development, along with a commitment to support the nominee's time and costs.

Support for Non-Traditional Nominations: If a candidate is nominated by another department chair or former chair, an ALDP leader will discuss the nomination with the nominee's chair. If the chair is unwilling to support the nomination, the candidate may still participate but will be responsible for non-AUPO supported expenses.

Candidate Letter: The applicant should outline their career goals and explain how the program will benefit them, confirming their willingness to attend all required activities and cover their assigned costs.

Curriculum Vitae: A current CV from the applicant is also required.

"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

"This was a fantastic program that was well thought out, planned, and implemented. The course leadership are great and I enjoyed getting to know my cohort. The program will be instrumental in my leadership journey and I will miss it."

— 2024–25 Participant

AUPO ACADEMIC LEADERSHIP DEVELOPMENT
PROGRAM PARTICIPANTS 2025–2026

