Mid-Career Faculty Leadership Program Testimonials

- MFL continues to be one of the most impactful experiences that I have had since joining the faculty at Boston Medical Center/BUSM. The skills that I learned, the mentoring relationships that I developed, the doors that were opened, and the friendships that I gained have had an incredibly powerful influence on the trajectory of my career. On many occasions since MFL, I have found myself sharing insight that I gained and lessons that I learned with members of my team, residents, and junior faculty. I cannot recommend this program enough. – Jeff Schneider, Emergency Medicine, MFL 2016

- The MFL program provided me with the mentorship, time for self-reflection, and peer support I needed to boost my confidence, leadership, and career successes. – Laurie Douglass, Pediatrics, MFL 2016

- This program helps to break down the barriers to collaboration between BU’s Schools of Medicine and Public Health, and between faculty members in different departments. For example, when I participated in the Mid-Career Leadership Program, I found myself in a project groups with Faculty from the School of Public Health, and from the Departments of Family Medicine, Surgery, and Pathology. The work we accomplished during this Program led to the establishment of a Hepatitis C Treatment Program in Primary Care at BMC. I highly recommend participation in this program. – Karen Lasser, Department of Medicine/General Internal Medicine, MFL 2014

- A few years out from the program, I look back and can see how I benefited from the ACIT (now MFL) program. I think the benefits fell into three categories. The first was that I gained a set of skills and personal insights that have been invaluable in advancing my career. These include learning how to advocate for myself, how to negotiate and how to see my daily work in the larger context of my career. I also got personal mentoring and feedback that I have not gotten elsewhere in my time here at BU. Second, it gave me connections to people in leadership positions in the school, the university and the larger world in which we work. It was useful because we got a chance to both meet them and hear their perspectives, but also to learn from them. And the final one was the most important to me. I made connections with peers in the school of medicine and public health that made me feel I was (and am) part of something bigger here at Boston University, something I find invaluable and I still reach out to them today for feedback and advice. – Matt Fox, Epidemiology & Global Health, SPH, MFL 2014

- MFL has been one of the most impactful and high yield programs that I have participated in during my career. The course, due to the tremendously hard work on the parts of Emelia and Robina, provides important and relevant learning about leadership and management, offers time to reflect on one's personal style and career trajectory, and creates a cohort of like-minded colleagues (with whom I am sure I will be in close touch with long after the course). This course is essential for anyone considering leadership, and the next steps, in his or her careers. – Megan Bair-Merritt, Pediatrics, MFL 2017-18

- “The MFL experience far exceeded the expectations I didn’t know I had. Finding oneself several years into an academic medical center career can be a time of reflection and self-examination…if you are lucky. The pace of teaching, research and clinical work, coupled with hectic workaday home schedules can overwhelm even the most intentional person. Making time to think, and define one’s goals, and to do so in an informed way is an elusive enterprise for the clinician or researcher. What’s more, the mid-career period is a time when one may have seen several friends and colleagues move on to different institutions or out of the region altogether to take opportunities. Consequently, the MFL is the best sort of mini-sabbatical, offering a chance to bond with a horizon expanding cohort of peers and colleagues who will soon formulate a super powered network. The bonding that occurs during the experience fosters trust and connection in a way that allows participants to emerge on the other side bolstered by new friendships and an enhanced feeling of connectedness with their BU/BMC community. What’s more, the process builds a sense of ownership, pride and inspiration through exposure of thought leaders and innovators and administration from across the hospital and university. The curriculum and modules progress in a well done manner, both building a sense of group and connection in participants, while broadening one’s sense of different career paths and ways of being oneself a strategic, thoughtful leader who seeks to create a healthy,
vibrant and nurturing place of work and study. Put simply, the MFL is a place to learn, to receive coaching, guidance, and mentorship, and to dedicate to that reflection we so often only aspire...but never get to. Emelia Benjamin is a tour de force. She is witty, insightful, candid, relentlessly energetic and inspiring. She creates an atmosphere of trust, confidence, respect that encourages people to lean in and to offer up the best of themselves, and to be self-critical with an aim for growth and consideration. Robina Bhasin also offers key insights and seamless support for the group, and her presence and input was incredibly valuable. Other contributing faculty and facilitators were, to a person, superb.

The MFL experience intensified my commitment to what BMC and BU stand for, and heightened my interest to continuing my contribution and advancing the effort and promise of what we do.” - Jack Maypole, Pediatrics, MFL 2016

“Being selected for the mid-career program was one of the best things that happened to me at BU. The cohort of faculty in my class, and the faculty who facilitated the program, energized me and allowed me to see work challenges in a different perspective and try new things. Shortly after finishing the program, I left BU for a leadership position that has been very challenging (an endangered health system and a department undergoing major cultural change). Every day I think of the lessons learned in the mid-career program as guidance for my decisions as a leader. I would have become frustrated and burned out in this job without the perspective I gained from the program.” - Joanne Wilkinson, Family Medicine, MFL 2014

The MFL program was genuinely transformative in that it provided both 1. a broad, multidimensional approach to leadership strategy and 2. an extended opportunity to work with a multidisciplinary spectrum of other engaged faculty from across the institution. MFL provided me with both tools and the confidence that I was able to use for program development at BMC. – Josh Safer, Department of Medicine/ Endocrinology, 2014

Kudos to Emelia and Robina for developing and organizing such an outstanding faculty development course. The curriculum was well structured to cover a wide array of topics relevant to future leaders in healthcare. The two aspects of the course that were most valuable to me were: hearing about the challenges healthcare leaders (like Kate Walsh and Ellen Zane) faced and how they met those challenges; and also forming a wonderful, network of other physicians and researchers within BUMC that I still stay in touch with. – Greg Grillone, Otolaryngology, 2014

The MFL program provided me with essential organizational and managerial skills that I use every day in my current work responsibilities. In addition, through the program, I explored my own personal biases, strengths and weakness. I began to understand my own personal approach toward navigation of interpersonal interactions including how to work in groups, how to lead and follow, how to navigate difficult personalities, and how to influence people to achieve a shared objective. I learned about managing up and down, personality types and how they work together, and how to move an organization toward efficiency. I learned speaking and listening skills. We met BU/BMC organizational leaders and leaders in MA healthcare, and had the opportunity to ask questions about their career trajectories and choices. The MFL program made me into a better leader, yes, but also a better person. It was an enriching experience in every sense of the word, and I am deeply grateful for the opportunity. – Rick Ruberg, Department of Medicine/ Cardiology, 2016