

# Academy for Collaborative Innovation & Transformation

## Program Goals

Participants engage in inter-disciplinary collaboration, self-reflection and evaluation, broad peer and senior mentoring networks, and the development of strategic leadership skills through experiential and project-based learning.

- Enhance faculty recruitment, retention, engagement, self-efficacy, advancement, networks, and vitality.
- Give faculty tools to collaborate effectively with interdisciplinary colleagues to pursue innovation.
- Accomplish institutional objectives through interdisciplinary group projects, which foster innovations in education, clinical care and team science during and after the program.
- Establish a pool of faculty with transformational educational, clinical, research and institutional leadership skills, from which departmental, clinical and program leaders may be selected.
- Increase diversity of future institutional leaders through inclusion of under-represented minorities and women.

## Target Participants

Late Assistant and all Associate Professors with demonstrated commitment and a track record of accomplishment

## Program Structure

- **Applications** accepted August 19-October 02, 2013
- **Longitudinal:** Participants meet for 6 two-day modules from February to December 2014 + monthly for project work
- Competitive application process to select about 12 BUSM + 6 BUSPH & GSDM applicants
- Individual and institutional commitment for mutual benefit
- Interactive learning modules facilitated by BU faculty
- Cross-disciplinary group projects based on needs identified by BUMC/BMC leadership
- Multilevel mentoring networks of institutional leaders, senior faculty and peers
- Emphasis on nontraditional and traditional scholarship and dissemination

## Cost

Each participating clinical faculty member (in the Faculty Practice Foundation) is provided 10 percent protected time (RVU credit) to enable full engagement in the program and accomplishment of project milestones.

## Curriculum

The following are the core competencies that will be developed and strengthened through active participation in the interactive, case-based curriculum.

- |  |  |
|--|--|
| 1. Appraisal of strengths and areas for growth         | 9. Communicating effectively             |
| 2. Formulating an individual development plan          | 10. Achieving work/life integration      |
| 3. Understanding disruptive innovation                 | 11. Professional resiliency              |
| 4. Developing organizational savvy                     | 12. Creating cultures of innovation      |
| 5. Change leadership                                   | 13. Strategic partnerships and alliances |
| 6. The value proposition: improve quality & efficiency | 14. Developing financial acumen          |
| 7. Managing staff and team-building                    | 15. Educating the next generation        |
| 8. Leveraging diversity and inclusion                  | 16. Scholarship and dissemination        |

## Program Evaluation\*

The program will be evaluated on an on-going basis during the pilot year and adjusted to best meet participants' learning goals and support meaningful progress on projects.

### Short term\*

360 evaluations before and after  
Engagement, resilience & vitality scales  
Accomplishment of project milestones  
Intra-institutional connectivity across BU

### Mid-term\*

Individual achievement of career goals  
New initiatives  
Student & resident evaluations  
Patient satisfaction

### Long term\*

More engaged and satisfied faculty  
Higher faculty retention  
2<sup>nd</sup> generation interdisciplinary projects  
Scholarly project dissemination

For more information, please contact Emelia Benjamin, MD, ScM ([emelia@bu.edu](mailto:emelia@bu.edu)) or Robina Bhasin, EdM ([rbhasin@bu.edu](mailto:rbhasin@bu.edu))

Application: <http://www.bumc.bu.edu/facdev-medicine/facdevprograms/application-for-the-academy-for-collaborative-innovation-transformation/>



Faculty Practice Foundation



Boston University Henry M. Goldman School of Dental Medicine