

Mid-Career Faculty Leadership Program

Program Goals

The Mid-Career Faculty Leadership Program (MFLP) is a longitudinal, one-year professional development program for late Assistant and all Associate Professors on the Boston University Medical Campus. Participants engage in self-reflection and evaluation, broad peer and senior mentoring networks, the development of strategic leadership skills, and inter-disciplinary collaboration through experiential and project-based learning.

Participant Goals	Institutional Goals
<ul style="list-style-type: none"> Develop leadership skills to positively impact change Collaborate effectively with colleagues across roles, disciplines, and sectors Enhance self-reflection and awareness Connect longitudinally to cohort & larger organization to foster innovations in education, clinical care, public health, & team science 	<ul style="list-style-type: none"> Enhance faculty diversity, recruitment, retention, advancement, vitality, networks, self-efficacy, and engagement Develop a cohort of faculty that can innovate and effectively strategize to advance quality and promote resource effective change in education, clinical care, public health, & research at BUMC and beyond

Target Participants

Late Assistant (≥ 7 yrs.) & all Associate Professors with demonstrated commitment to BUMC & track record of accomplishment

Program Structure

- Applications** accepted July 1 - October 5, 2015
- Longitudinal:** Participants meet for 6 two-day modules from Jan to Dec 2016 + monthly in learning communities
- Competitive application process to select about 12 FPF + up to 8 BUSM and BUSPH applicants
- Individual and institutional commitment for mutual benefit
- Interactive learning modules facilitated by BU faculty
- Inter-disciplinary group projects aligned with institutional priorities, as identified by BUMC/BMC leadership
- Multilevel mentoring networks of institutional leaders, senior faculty and peer learning communities
- Clinical faculty members (in the Faculty Practice Foundation) are provided with 5% protected time (RVU credit) to enable full engagement in the program and accomplishment of project milestones.

Curricular Themes

Leading self	Leading others	Leading the organization
Self-awareness & commitment to growth	Model integrity and accountability	Resource effective strategic planning
Individual development plan	High value supervising, coaching, & mentoring	Translating vision into reality
Effectively receive & give feedback	Lead results-oriented high performing teams	Leading change
Emotional intelligence/diplomacy	Effective & efficient project management	Advancing diversity & inclusion
Resilience	Manage conflict & have difficult conversations	Collaborate effectively across disciplines
Adaptability	Effectively communicate vision	Foster creativity and innovation
		Work collaboratively with key stakeholders

Program Evaluation

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

Short term

360 evaluations before & after program
Engagement, resilience & vitality scales
Accomplishment of project milestones

Mid-term

Individual achievement of career goals
New initiatives
Intra-institutional connectivity across BU

Long term

More engaged and satisfied faculty
Higher faculty retention
2nd generation interdisciplinary projects

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Application:

