2019-2020
A yearlong professional leadership development program for deans and aspiring deans.

Call for Applications & Nominations
Deadline: January 9, 2019
aacom.org/sldp

leadership institute

SENIOR LEADERSHIP DEVELOPMENT PROGRAM
AACOM’s Senior Leadership Development Program (SLDP) is for individuals in senior leadership positions at U.S. colleges of osteopathic medicine (COMs). The program assists new and experienced deans; current, interim, or designated deans; and others identified by their schools as potential future deans to develop and enhance critical leadership and management competencies. Developed and taught in collaboration with the Academy for Advancing Leadership (AAL), AACOM’s objective through the SLDP is to ensure that fellows have a positive impact on their institutions, and that COMs have the leadership necessary to meet the challenges and identify the opportunities presented by the dynamic health care environment.

AN IMPORTANT NEW TOOL FOR COM LEADERSHIP

Upon completion of AACOM’s SLDP, fellows will be well positioned to meet today’s osteopathic medical education (OME) challenges, including the ability to:

• Effectively use decision making, priority-setting, and conflict resolution skills
• Expand administrative competencies
• Manage work-life balance
• Identify and address faculty and staff management and performance issues
• Enhance understanding of academic law and effectively interact with legal counsel
• Be an OME advocate with local and national policymakers
• Strengthen relationships within their institution
• Implement a personal career plan
• Use data-driven decision making to create a campus culture that inspires future physicians to be passionate about helping patients and communities

THE SLDP EXPERIENCE

The SLDP will take place in five phases over a one-year period beginning April 2019 at Educating Leaders 2019, the AACOM Annual Conference. Fellows will participate in a total of four and a half days of on-site meetings and several conference calls over the course of the program.

Phase I: Personal and Interpersonal Competencies
April 8, 2019, Washington Marriott Wardman Park Hotel – in conjunction with Educating Leaders 2019, the AACOM Annual Conference

During Phase I, fellows will explore how personality preferences influence leadership and performance. They will review self-assessments taken in preparation for the program and discuss behaviors associated with effective leadership. Other topics will include identifying ways to improve working relationships, capitalizing on your strengths and developing a leadership style, giving and receiving peer feedback about leadership challenges at fellows’ home institutions, and developing an action plan for improving leadership practices. Fellows will develop personal and professional goals for the SLDP year.

Phase II: The Leader and Organizational Dynamics
July 2019 (exact date TBD), Chicago Marriott, Chicago, IL – in conjunction with the AOA House of Delegates Meeting

Phase II focuses on the framework for academic leadership and the strategic and budget planning processes. Fellows will identify four distinct frames for understanding the COM as an organization and participate in a case study, applying the reframing model to interprofessional education and collaborative practice. They will identify steps for successful strategic planning, as well as their individual styles for managing conflict and other difficult situations.

Phase III: Administrative Issues in Leadership
November 20, 2019, Location TBD – in conjunction with the AACOM Board of Deans Retreat

Phase III addresses legal issues in the academic environment. Topics will include legal issues faced by academic administrators and, through case studies, fellows will explore strategies to address them. Phase III will also explore the basic tenets of higher education fundraising and identify the role of the dean in that process. This phase will also include ways to fine-tune core messages about OME and provide tips and tools for maximizing positive media coverage.

Phase IV: Leading Oneself/Beyond the SLDP
January 2020 (exact date TBD) – in conjunction with the AOA Leadership, Education, Advocacy & Development Conference

Phase IV addresses managing stress, work-life balance, and time management. Topics will include defining the challenges of work-life balance and planning for life after leaving a leadership position. Fellows will develop strategies for succession planning that positively affect both their individual COMs and the future of osteopathic medicine.

Phase V: Wrap-Up and Review
March 24, 2020, Washington Marriott Wardman Park – in conjunction with Educating Leaders 2020, the AACOM Annual Conference

Phase V is the culmination of this one-year program and includes joint programming that engages graduating fellows with the incoming SLDP class. This joint session will provide an opportunity for discussion about how graduating SLDP leaders have applied program content to daily challenges at their home institutions.

CAPSTONE PROJECT

AACOM’s SLDP is designed to benefit fellows, their institutions, and OME as a whole. As a part of the yearlong SLDP experience, each fellow will identify a project at their institution that, when implemented, will have a significant impact in one or more of the following areas:

• Interprofessional education and collaborative practice
• Faculty recruitment, development, and retention
• Community outreach
• Research
• Education
• Mentoring and advising
• Information technology
• Relations within the academic health center or with the parent institution
• Relations with the practitioner community

SLDP fellows will identify their project shortly after Phase I, with the Capstone Project summary due prior to Phase V.

Because of major changes taking place around interprofessional education and collaborative practice, fellows are strongly encouraged to consider projects associated with this area.

ELIGIBILITY AND APPLICATION PROCESS

Participation in the SLDP is based on a competitive application process. Preference is given to deans who are in their first deanship and who have served three years or fewer as a dean, or to named deans who are about to assume a deanship.

Positions in the SLDP are also available for other senior leaders who aspire to become a dean during their career. Applicants must be nominated by their dean. Non-AACOM members may self-nominate.

Successful applicants will show evidence of the following:

• Outstanding success in past or current positions
• A clear track record of increasing administrative responsibilities
• Experience with responsibilities such as chairing committees, advising student groups, or mentoring faculty and students
• Participation in local, regional, or national professional development workshops
• A record of scholarly contributions through teaching or research
• Nominators’ stated commitment and strategies for supporting the nominee during the SLDP program year

If you are interested in participating in AACOM’s SLDP, or if there is an administrator or faculty member at your institution who you believe has the potential to assume leadership at the dean level, applications and other materials can be found at aacom.org/SLDP.

CONTINUING MEDICAL EDUCATION

Continuing medical education credit will be made available through the University of New England College of Osteopathic Medicine (UNECOM), which is accredited by the American Osteopathic Association (AOA) and by the Maine Medical Association’s Committee on Continuing Medical Education and Accreditation (CCMEA), to provide continuing medical education for physicians.

Contact hours may be submitted by non-physician, non-PA health professionals for continuing education credits.

For information on tuition, dates, and other details, visit aacom.org/sldp.
“Colleges of osteopathic medicine are positioned to play a crucial role in addressing the growing national physician shortage. In order to ensure that they are producing the best trained and motivated osteopathic physicians, AACOM is committed to identifying, training, and supporting the most promising deans and others in COM leadership.”

— Stephen C. Shannon, DO, MPH