

University of Rochester School of Medicine and Dentistry
Office for Faculty Development

Senior Leader Education and Development Program

September 2023 – June 2025

Applications deadline: **April 30, 2023**

With the demands for healthcare transformation, senior leaders in academic health centers must meet complex and emerging challenges. Today's leaders need new, innovative approaches to shape the future of healthcare, medical education, and research, and must be able to engage others in generating and implementing new pathways for success.

Program Aim

To develop senior leaders in academic medicine through evidence-based, collaborative learning and reflective practice, and to guide participants in being transformational leaders.

Program Overview

The Senior Leader Education and Development (SLED) Program is a two-year educational leadership development program created to address a professional development need in leadership development for senior leaders in academic medicine. It is designed to foster practical knowledge from recognized theoretical models and best practices. SLED addresses the following leadership domains:

- Setting Direction and Vision
- Leading by Developing Others
- Leading by Developing and Maintaining Organizational Efficiency (Administration and Management)
- Leading through Organizational Development

Program Goals

Upon completion of the SLED program, participants will have enhanced their abilities to:

- Describe effective academic leadership practices and capabilities;
- Apply relevant leadership theories and frameworks to guide their ongoing leadership development and leadership effectiveness in various settings and situations;
- Demonstrate leadership behaviors that include effective communication, negotiation, performance management, strategic planning, and organizational development (e.g., creating a shared vision, developing people and capacity, enabling change);
- Use reflective practice and self-management strategies to develop and enhance their personal leadership style;
- Apply leadership knowledge and skills to the strategic and tactical issues facing URM through focused discussions and an experiential leadership project.

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Program Components

SLED is multi-faceted two-year program that includes:

- Monthly seminars (September-May), Third Wednesdays, 4:00pm - 5:30pm
- Independent learning and reflective practice
- Real-life application through an individual experiential mentored leadership project that addresses a programmatic or departmental/ institutional need and focuses on improving leadership competence and skills
- Presentation of planned leadership project in Year 1 at a dinner meeting (June)
- Presentation of completed leadership project in Year 2 at a dinner meeting with participant's Department Chairs/ Center Directors and mentors (June)
- Engagement in a professional learning community of senior leaders

SLED Participants

This two-year program is designed to provide a leadership development opportunity for URSMD faculty in senior leadership positions. It is cohort-based and size is limited. Priority will be given to faculty with significant leadership responsibilities.

Program Directors

Judith F. Baumhauer, MD, MPH, FAAOS, FAOA, Senior Associate Dean for Academic Affairs, Professor of Orthopaedic Surgery, University of Rochester School of Medicine and Dentistry, Director of UR Clinical Health Informatics Core, University of Rochester Medical Center

Janine R. Shapiro, MD, Associate Dean for Faculty Development, Medical Director for Continuing Medical Education, Professor of Anesthesiology and Perioperative Medicine, University of Rochester School of Medicine and Dentistry

Faculty

In addition to the Program Directors, the SLED program includes selected guest faculty.

Program Dates

- September 2023 – June 2025
- Monthly seminars: Third Wednesdays, 4:00pm - 5:30pm (September - May). Seminars will include virtual sessions and in-person sessions.
- Dinner meetings in June, Year 1 and Year 2 (5:30pm – 9:00pm)

Fees

This program is made possible through educational funds from the Dean's office. There is no charge to faculty for attending this program.

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Application

URSMD faculty at the Associate Professor or Professor level who have senior intra-departmental or interdepartmental leadership positions are invited to apply. This may include Vice- or Associate Chairs, Division Chiefs, Program Directors or other major leadership roles across our clinical, educational, research, and community missions. The application cover letter must describe the faculty's commitment to the program, to completing a focused mentored leadership project, and a summary of career goals. The complete application consists of the cover letter, a current CV, and a letter of support from the Department Chair/Center Director that includes the potential benefit of the SLED program to the individual and to the department/institution mission. Please combine all documents as a single PDF for submission and e-mail to the [Office for Faculty Development](#). Applications are due on or before **April 30, 2023**. Applicants will be notified by May 15, 2023.

Certificate

A certificate of completion will be issued to all participants completing the program, as determined by attendance at least at 70% of seminars, development and implementation of a focused mentored leadership project, and presentation of planned and implemented project in Year 1 and 2. CME credits will also be provided.

For more information

Please contact Dr. Janine Shapiro or Dr. Judy Baumhauer.