

## Career Development for Women Leaders Program Call for Applications

The Leadership Program of the Office of Women in Medicine and Science (OWIMS) is pleased to announce the application process for the **Career Development for Women Leaders (CDWL)**, a cross-campus and cross-institution program. The program is now six years old with 74 graduates. Support from Department Chairs and the leadership of both the medical center and the Reynolda Campus, have contributed to the success of this program. We thank all of our leaders for sending excellent candidates – and we thank the candidates for their dedication to the program. A special thank you goes to the WFBMC leadership for their continued support of increasing the participation of women leaders throughout our medical center.

National leadership programs for women such as those provided by the Association of American Medical Colleges (AAMC) and the Executive Leadership in Academic Medicine (ELAM) are becoming increasingly competitive and expensive (as high as \$10,000 tuition plus travel). Moreover, only a few women can benefit from these programs each year. The cross-campus *CDWL* program was designed to provide:

- an affordable, university-based leadership development program for women who are either currently in or aspire to leadership roles at Wake Forest and nationally;
- a national level quality experience that allows more women to participate in leadership education; and
- an opportunity for women to come together from diverse professional backgrounds to exchange ideas and further enhance within and cross-campus collaboration.

Quote from a chair: “Our department is benefiting greatly from the enhanced leadership skills and confidence developed by previous participants in this program. I intend to continue to recommend faculty for this outstanding experience.”

What past participants say about the benefits of their participation: “The program gave me confidence...and made me feel more prepared to put the knowledge into action.” “Not having to leave the institution and gaining all the insight that we gained was a great experience.” “This would be a good recruitment tool for hiring more women.” “It prepares women for institutional leadership positions at WFU.” “The women get to work with other women leaders in the institution and become part of a network.”

The *CDWL* program, modeled after national programs for women in academic health sciences, is 9 days and spans 9 months. The 2013-2014 program schedule will go from September through May. The *tentative* schedule is available at [www.wakehealth.edu/School/OWIMS/CDWL.htm](http://www.wakehealth.edu/School/OWIMS/CDWL.htm).

Faculty members who present within the *CDWL* program are nationally and internationally known experts, executive coaches and senior WFU faculty and administrators. All presenters are highly respected in their content areas. The Center for Creative Leadership oversees the 360 Assessment and provides the feedback session.

In addition to the national level of excellence provided by this locally developed program, *CDWL* has three other benefits: 1) the faculty members do not have to travel out of town to participate; 2) the program is spread out over 9 months, causing less interruption in research, education and clinical responsibilities; and 3) more women will be able to participate. (Maximum class size will be 20.)

*Realizing Women's Full Potential*

2000 West First Street, Suite 101 ▪ Winston-Salem, North Carolina 27104  
▪ (336) 713-4220 ▪ fax (336) 713-4228 ▪ [www.wakehealth.edu/owims](http://www.wakehealth.edu/owims)

**Total cost for the CDWL Program is \$1800 (\$2000 for outside WFU/WFSM) to be covered by the candidate's department.**

Women faculty members at the **assistant, associate or full professor ranks are eligible**. To apply, the candidate should submit her CV and write brief responses to the following questions:

1. What are your current professional responsibilities and academic interests?
2. What is your primary focus of scholarship?
3. What are your goals for leadership and how can the *CDWL* help you achieve these goals.

A letter of support from the applicant's chair is required and should reflect the candidate's status as a current or emerging leader. Additionally, the chair **must provide a statement that allows the candidate release time** for the program. The application process will begin March 15, 2013. Applications should be submitted electronically to Natalie Barrett ([nbarrett@wakehealth.edu](mailto:nbarrett@wakehealth.edu)) at OWIMS and must be received no later than **April 15, 2013**.

*Realizing Women's Full Potential*

2000 West First Street, Suite 101 ▪ Winston-Salem, North Carolina 27104  
▪ (336) 713-4220 ▪ fax (336) 713-4228 ▪ [www.wakehealth.edu/owims](http://www.wakehealth.edu/owims)