

Career Development for Women Leaders Program Call for Applications

The **Call for Applications for the Career Development for Women Leaders Program (CDWL) is now open.** This training program, sponsored by the Office of Women in Medicine and Science (OWIMS), is in its ninth year with 131 graduates and 23 current Fellows.

The CDWL program is modeled after similar national leadership programs for women, such as those offered by the Center for Creative Leadership and the Executive Leadership in Academic Medicine (ELAM). Those programs cost \$8000-\$12,000 (plus travel and lodging) and require several consecutive days out of office. In comparison, the **total cost for the CDWL Program is \$2000** (to be covered by the candidate's department), with 9 local sessions over 9 months. The CDWL Program was designed to provide:

- An affordable leadership development program for women who hold or aspire to leadership roles.
- A national-level quality experience, offered by highly respected nationally and internationally known experts and senior WFU faculty and administrators.
- A local leadership training experience that saves the institution funds on registration and travel and minimizes interruption to research, education and/or clinical responsibilities.
- The opportunity for more women to participate annually, as some national programs will only accept up to 2 candidates from a single institution per session.
- An opportunity for women, from diverse professional backgrounds, to develop a network outside of their own departments, exchange ideas, and further enhance 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."

Women faculty (*assistant, associate or full professor*) and **senior staff** (*Vice President-level or equivalent*) are eligible to apply for this competitive Program. The CDWL Selection & Review Committee selects program participants based on the following criteria: (1) leadership experience and/or aspirations; (2) program fit with leadership goals; (3) service activities (institutional or outside of the institution); (4) quality and professionalism of the application; and (5) strength of the letter of support from the applicant's Chair.

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The necessary elements that each candidate needs to submit are detailed at the following link: <http://www.wakehealth.edu/School/OWIMS/CDWL.htm>. The letter of support from the Chair should: (1) address the applicant's status as a current or emerging leader; and (2) include **statement confirming that release time** will be approved to attend the program upon acceptance.

Application submissions begin February 24, 2017 and must be submitted electronically to Natalie Barrett (nbarrett@wakehealth.edu) no later than **March 24, 2017**. Acceptances will be announced by May 26, 2017. The 2017-2018 program schedule available at www.wakehealth.edu/School/OWIMS/CDWL.htm.

Support from Department Chairs and the leadership of both the medical center and the Reynolda Campus and other participating institutions, have contributed to the success of this program. We thank all of our leaders for sending excellent applicants and we thank the candidates for their dedication to the program.

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