C - CHANGE MENTORING & LEADERSHIP INSTITUTE
FOR MID-CAREER AND SENIOR FACULTY
2018 – 2019

Offered by:
National Initiative on Gender, Culture and Leadership in Medicine: C - Change
Brandeis University

Institute Director:
Linda Pololi, MBBS, FRCP

It is with great pleasure that we invite applications to the C - Change Mentoring and Leadership Institute specifically geared to the needs of mid-career and senior faculty. This one-year program will start in October, 2018. Applications are accepted on a rolling basis.

Overview
Mentoring and career planning for mid-career faculty and those in leadership roles is often overlooked. The majority of faculty at U.S. medical schools report mentoring to be infrequent or inadequate. To address this need, while avoiding some of the well-documented issues with traditional one-to-one mentoring, our registrants will be deeply immersed in a facilitated peer group mentoring process, which has proven in our hands to be highly and reliably effective. The Institute will energize faculty for success in their professional careers and should be valuable for those already in leadership roles, as well as those considering such responsibilities.

Participants will work closely with a group of peers from different academic institutions during a yearlong course that will convene for two-day quarterly intensive and enjoyable meetings on the Brandeis University campus in the metro Boston area.

Eligibility of Participants

- Mid-career and senior faculty in academic medicine desiring to advance their careers and enhance their leadership roles
- MD, PhD, or equivalent advanced degree.

Physicians and scientists from all departments in academic health centers are welcome to apply. We encourage the participation of colleagues from the same institution or department. Participation will be limited to no more than 20 faculty. To be selected for admission to the Institute fellowship, applicants must commit to attend all four sessions.
Institute Dates

October 18 and 19, 2018
January 17 and 18, 2019
April 11 and 12, 2019
June 6 and 7, 2019

Institute Objectives

Participating faculty will:

➢ Collaborate in a yearlong peer group mentoring experience for career development closely aligned with personal core values
➢ Experience a lively, inclusive and trustworthy culture of learning, creativity and scholarship
➢ Receive guidance for career fulfillment and advancement
➢ Construct a personalized individual academic development plan to successfully achieve career and personal goals
➢ Develop skills in leadership, team-building, collaboration, mindfulness, meaningful dialogue, fostering diversity and inclusion, and other skills crucial for those seeking a greater leadership role in research, education, or health services
➢ Develop skills for mentoring others.

Institute Structure and Design Principles

This mentoring Institute is designed as a learning community that emphasizes peer consultation and sharing of perspectives and expertise. During each daylong session, the group of participants will engage in a structured process of career development, as well as learn skills in key areas for career advancement. All sessions will prioritize attention to the culture and communication within the group. Meetings are designed to embody characteristics of the culture needed in medical schools to support relationship formation, alignment of personal core values and professional goals, and meaningful careers. The facilitated group process will be characterized by non-hierarchical peer relationships, self-direction and reflection. The sessions will employ experiential and cognitive learning methods, reflective practices and innovative dialogue strategies.

Each participant will be guided through the steps of formulating a written personal Academic Development Plan that will include long and short-term objectives, and the means to accomplish the identified goals. Participants will not only learn skills relevant to their careers, but also have the opportunity to experience new learning methods and mentoring skills they can utilize in their work.
Quotes from Past Participants

- “This program is so empowering and not just in theory but in practice as well – I have the tools to go forward.”
- “Seeing the threads throughout and how all the puzzle pieces fit together has been amazing. The scope of what we were all able to accomplish in those 8 days is really amazing. I will value this experience forever and am very grateful for having had the opportunity to participate.”
- “It is heartening to know that there are colleagues searching as I am searching - for meaning, a sense of purpose that is bigger than what I routinely encounter or derive from day-to-day work.”
- “It has definitely increased my vitality. I feel empowered to reflect and to look ahead.”
- “After developing the Academic Development Plan, it was much easier for me to think through problems that I was facing in my research and to prioritize what was most important in my academic development.”
- “Peer mentoring has been a revelation. This is a much more powerful model.”
- “The guided and structured approaches to identify core values and strengths and the many reflective exercises have given me a much better understanding of misalignments in the past and a lot of ideas to pursue to achieve a much better integration.”
- “I feel a part of something bigger than just what is going on at my local institution.”
- “It has increased my vitality even during a challenging time in my career. Knowing that I had a supportive group with whom I could share my challenges gave me the strength to stand up for myself, stay true to my values, and to make decisions to protect myself and preserve my integrity.”

About the Institute Director

Dr. Pololi is Senior Scientist at Brandeis University and Director, the National Initiative on Gender, Culture and Leadership in Medicine: C-Change (for culture change). Dedicated to improving the culture of academic medicine through research and action, C-Change aims to promote an inclusive, affirming, relational working environment for all faculty and trainees, and to increase diversity of leadership in academic medicine. Dr. Pololi is nationally recognized for her research on the culture of academic medicine and for her innovative contributions to the professional and personal development of faculty in academic medicine. She developed (and is a leading proponent of) an evidence-based collaborative peer group approach to mentoring and leadership development that is predictably reliable in facilitating career enhancement for medical faculty. Her recent multi-institutional research on the academic medical environment showed the importance of the “culture” to faculty vitality, challenging academic leaders to be change agents. The C-Change Surveys for medical faculty, residents and students have been used by many medical schools in the USA, Canada and the UK. Prior to C-Change, she was funded by US DHHS as Founding Director to establish one of four vanguard National Centers of Leadership in Academic Medicine. She is a certified facilitator for the Center for Courage
and Renewal and for the American Academy on Communication in Healthcare, Dr. Pololi was the recipient of the 2011 AAMC Women in Medicine and Science Leadership Development Award.

**Registration Information**

Please download and complete the Institute application form from the C-Change website at: [http://www.brandeis.edu/cchange/mentoring-and-leadership/index.html](http://www.brandeis.edu/cchange/mentoring-and-leadership/index.html)

Tuition for this yearlong Institute is $5,850 and includes all session tuition fees, course materials, and meals during the program.

Applications are accepted on a rolling basis.

A non-refundable deposit of $700 is due upon acceptance to the Institute to reserve a place.

**Institute Location, Accommodation and Travel**

All sessions of this Institute will be held on the Brandeis University campus, Waltham, Massachusetts. Accommodation will be available at a nearby hotel.

The closest airport is Boston Logan airport. Amtrak trains stop at RTE 128, which is about a 20 minute drive from Brandeis University. Brandeis is also serviced by the MBTA commuter rail and local buses. Detailed travel information will be provided to participants.

**Inquiries**

For additional questions, please contact Dr. Jan Civian at [jcivian@brandeis.edu](mailto:jcivian@brandeis.edu)