2017 C - CHANGE FACULTY MENTORING PROGRAM
FOR MID-CAREER AND SENIOR FACULTY

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

Program Director:
Linda Pololi, MBBS, FRCP

It is with great pleasure that we are announcing a new C - Change Mentoring Program specifically geared to the needs of leadership faculty. This one-year program will start in January, 2017.

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 reports 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 group mentoring process, which has proven in our hands to be highly and reliably effective. The program 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 institutions during a yearlong course that will convene for quarterly two-day 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 into 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 program, applicants must commit to attend all four sessions.
2017 Program Dates

January 12 and 13, 2017
April 20 and 21, 2017
June 8 and 9, 2017
October 12 and 13, 2017

Program Objectives

Participating faculty will:

- Collaborate in a yearlong group mentoring experience for career development 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 an academic development plan for each participant 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.

Program Structure and Design Principles

This mentoring program 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 bring formal 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 in Similar C - Change Programs

- “It’s not the typical mentoring that I think most of us are familiar with, which is more related to technical skill and transactional skills, … this will help you get to the next level - leadership and team building and professional advancement - to what we truly want to do, how we want to develop academically, and how to get there.”

- “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.”

- “The program provided the opportunity to think about and define clearly my core values, and to redefine the idea of career and success with core values in mind.”

- “What was most meaningful was the license and protected time/space to perform self-reflection. In doing so, it allowed me to understand more fully where my ambitions lay and in what way I was not being true to myself.”

- “Relationships” absolutely is the magic of the program. I can actually see a lot of potential collaborations and relationships moving forwards and so I’m excited about that.”

- “I learned about a number of areas in leadership that I had no idea even existed. I feel much more confident about my ability to lead as a result.”

About the Program 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 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 (the topic of her recent book), 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 trained 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 program application form from the C - Change website at: [http://www.brandeis.edu/cchange/2017FacultyMentoringProgram/index.html](http://www.brandeis.edu/cchange/2017FacultyMentoringProgram/index.html)

Tuition for this yearlong program is $4,750 and includes all session tuition fees, course materials, and meals.

Application and CV must be submitted by **August 1, 2016**.

Participant selection and notification will be completed by September 1, 2016.

Program Location, Accommodation and Travel

All sessions of this program will be held on the Brandeis University campus, Waltham, Massachusetts. A limited number of low-cost lodging rooms are available on campus at Brandeis. Accommodation will also be available at a nearby hotel.

The closest airport is Boston Logan airport and 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

Please contact: **cchange@brandeis.edu**, tel: 781-736-8120, or Dr. Pololi at **lpololi@brandeis.edu** with any questions.