

Career Development for Women Leaders (CDWL) Call for Applications

The Call for Applications for the Career Development for Women Leaders Program (CDWL) is now open!

Deadline for Application Submission – 4/30/2021

The Career Development for Women Leaders (CDWL) program, sponsored by the Wake Forest School of Medicine Women in Medicine and Science (WIMS) Program is entering its twelfth year with 222 graduates and 23 currently in the Program.

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 \$8,000-\$12,000 (plus travel and lodging) and require several consecutive days out of office. In comparison, the **total cost for the CDWL Program is \$2,600** (*to be covered by the candidate's department*), with nine (9) full-day sessions over the course of 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.

"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." - Wake Forest School of Medicine Department Chair

Here is what past participants have to say about the benefits of their experience:

"Participating in CDWL was a career-changing experience." – "CDWL has helped me to be more cognizant of my strengths and weaknesses. It has also given me confidence in my skills. I appreciate the network growth and relationships developed." – "I gained knowledge and skills that I could immediately apply in my leadership roles." – "Valuable resource and highly beneficial to my career" - "Not having to leave the institution and gaining all the insight that we gained was a great experience."

Women faculty members (*mid-to-senior-career preferred*) **and women senior staff** (Vice President-level, equivalent, or higher) are eligible to apply for this competitive program. The CDWL Selection & Review Committee will meet to review applications and select program participants based on the following criteria: (1) leadership experience and/or aspirations; (2) program fit with leadership goals; (3) service activities (institutional and/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.

The application requirements for each applicant are as follows:

- The Career Development for Women Leaders (CDWL) Application
- A cover letter, approximately 1-page in length, addressing the following:
 - *What motivates you to apply for this career journey and why now?*
 - *What are your career goals and how can this program help you achieve them?*
 - *Is there any additional pertinent information that would be useful in evaluating your application?*
- A Current CV
- A strong and comprehensive letter of support from your VP/Director/Department Chair that should:
 - *Address the applicant's status as a current or emerging leader and*
 - *Include a statement confirming that release time will be approved for you to attend all program sessions upon acceptance.*(This letter can be provided separately from the other application materials.)

Additional program details can be found by accessing the following link: <https://school.wakehealth.edu/About-the-School/Faculty-Affairs/Faculty-Development/Women-in-Medicine-and-Science/Career-Development>.

Please submit ALL application material to [Heather Whitley](#), Program Manager, by **April 30, 2021**.

2021-2022 Career Development for Women Leaders (CDWL) Schedule

Session	Session Date	Session Content
1	9/17/2021	Leading the Way: Who Am I and Where Am I Heading?
2	10/4/2021	360 Degree Feedback
3	11/9/2021	Communication and Conflict Management
4	12/17/2021	Emotional Intelligence & Decision Making for Leaders
5	1/12/2022	Diversity, Equity and Inclusion
6	2/8/2022	MBIT; Setting Goals and Career Development Plans
7	3/9/2022	Your Executive Voice and Presence
8	4/12/2022	Management and Leadership Finance; "Pearls of Wisdom"
9	5/9/2022	Creating a Culture of Care; Well Being and Work-Life Balance
TBD, June 2022		Women's Achievement Ceremony