

## 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 Women in Medicine and Science (WIMS) Program, is in its tenth year with 198 graduates (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 \$2600** (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: "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** (*mid to senior career preferred*) 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

The necessary elements that each candidate needs to submit are detailed at the following link: <https://school.wakehealth.edu/About-the-School/Faculty-Affairs/Faculty-Development/Women-in-Medicine-and-Science/Career-Development>. Further, a strong and comprehensive letter of support

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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. The 2018-2019 program schedule is also provided on the linked page.

The application process begins February 10, 2020. Applications should be submitted electronically to Heather Whitley ([hwhitley@wakehealth.edu](mailto:hwhitley@wakehealth.edu)) and must be received no later than **April 28, 2020**. Applicants can expect to hear whether they have been accepted into the program by June 5<sup>th</sup>.

Support from Department Chairs and the leadership of the Medical Center, the Reynolda Campus, and other participating institutions has greatly contributed to the success of this program, and we thank you for sending excellent applicants to this program.

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