

Career Development for Leaders (CDL) Call for Applications

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

Deadline for Application Submission – 5/31/2022

The Career Development for Leaders (CDL) program, sponsored by the Wake Forest School of Medicine Women in Medicine and Science (WIMS) Program in the Office of Faculty Affairs is entering its twelfth year with 245 graduates and 26 currently in the Program.

The CDL 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 CDL Program is \$2,600** (to be covered by the candidate's department, center and/or business unit), with nine (9) full-day sessions over the course of 9 months.

The CDL Program was designed to provide:

- An affordable, inclusive leadership development program dedicated to supporting women in medicine and science who seek to hold or aspire to leadership roles, or who demonstrate a commitment to supporting women and to gain better insight into gender issues and equality in medicine and science.
- A national-level quality experience, offered by highly respected nationally and internationally known experts and senior WFU and WFUSM 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 faculty to participate annually, as some national programs will only accept up to 2 candidates from a single institution per program.
- An opportunity for faculty, 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 CDL was a career-changing experience.” – “CDL 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.”

Faculty members (*mid-to-senior-career preferred*) and **senior staff** (Vice President-level, equivalent, or higher) who demonstrate a strong interest or commitment to supporting faculty in medicine and science are eligible to apply for this competitive program. The CDL 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 Leaders (CDL) Program 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?*
 - *How you demonstrate an interest or commitment in supporting justice, equity, diversity and inclusion in medicine and science.*
 - *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 SVP/Department Chair/Center Director that should:
 - *Address the applicant's status as a current or emerging leader*
 - *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, via the following [REDCap Survey Link](#) by **May 31, 2022**.

2022-2023 Career Development for Leaders (CDL) Program			
Session #	Session Date	Speaker	Content
1	9/9/2022	Dr. Julie Wayne	Self Awareness & Leadership Style
2	10/14/2022	Dr. Amy Wallis	Giving & Receiving Feedback; 360 Review; Development Planning
3	11/15/2022	Sarah Halley	Communication & Conflict Management
4	12/7/2022	Lorie Sechrist & Kim Moser	MBIT; Setting Goals & Career Development Plans
5	1/11/2023	Drs. Amber Brooks, Kristen Hairston & Nancy Denizard-Thompson	Diversity, Equity & Inclusion
		Becky Edmunds	VUCA (Volatility, Uncertainty, Complexity & Ambiguity)
6	2/8/2023	Sherry Moss	Emotional Intelligence; Decision Making for Leaders
7	3/10/2023	Dr. Jeannette South-Paul	Your Executive Voice & Presence
8	4/5/2023	John Sumanth	Negotiation
9	5/12/2023	Dr. Paige Bentley	Work-Life Balance; Well Being
		Dr. Bret Nicks	Creating a Culture of Care