



Dear Colleague,

November 4, 2019

It is with great pleasure that we invite applications to a course, specifically geared to the needs of mid-career faculty whose career aspirations include research. As an NIH study, this is a special opportunity to participate at almost no cost in a career development program valued at up to \$10,000 for tuition (\$6,000) and travel expenses.

**C-CHANGE MENTORING & LEADERSHIP INSTITUTE
MID-CAREER MEDICAL SCHOOL FACULTY**

As a Fellow in the C-Change Mentoring & Leadership Institute you will:

- Collaborate in a facilitated peer group mentoring process for career development,
- Work closely with a cohort of peers from medical schools across the U.S.,
- Learn skills crucial for those seeking a greater leadership role in research and academic medicine.

Mentoring and career planning for mid-career faculty is often overlooked. The majority of faculty at U.S. medical schools report that mentoring is infrequent or inadequate. To address these problems, while avoiding some of the well-documented shortcomings of traditional one-to-one mentoring, our participants, or Fellows, will be deeply immersed in a facilitated peer group mentoring process. The Institute will provide mentoring to energize faculty for success and should be valuable for those transitioning to research independence and leadership.

During a year-long course, C-Change Institute Fellows will work closely with a cohort of peers from academic institutions across the U.S. convening for five quarterly two-day sessions (June, September, December, March, June) that are designed to be both productive and enjoyable. We meet at Brandeis University, located near Boston. Tuition, accommodation and travel will be funded by C-Change.

Eligibility of Participants

- Mid-career faculty from all departments in academic health centers who wish to advance their careers and enhance their leadership roles
- MD, PhD, or equivalent degree

NIH Study of the C-Change Mentoring and Leadership Institute

The C-Change Mentoring & Leadership Institute is part of a research study funded by the NIH (Award Number U01GM132367) to assess the efficacy of the C-Change peer mentoring model.

C-Change Institute Schedule

Accepted Fellows will be assigned to attend the year-long Institute commencing in either June 2020 or June 2021. Participation will be limited to 20 faculty each year. To be selected for admission to the Institute, applicants must commit in advance to attend all five sessions.

All tuition fees, course materials, accommodation and meals during the program will be funded by C-Change and a travel allowance will be provided to Institute participants.

C-Change 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, teambuilding, collaboration, mentoring, mindfulness, meaningful dialogue, fostering diversity and inclusion - all crucial for those seeking a greater leadership role in research and academic medicine
- Apply skills learned for mentoring others.

C-Change Institute Structure and Design Principles

The C-Change Mentoring & Leadership Institute is designed as a learning community that emphasizes peer consultation among Fellows, and sharing of perspectives and expertise. During each session, Fellows engage in a structured process of career development planning as well as develop skills in key areas for advancement in their chosen career path. All sessions prioritize building an affirmative culture, and open and honest communication within the group. Sessions are designed to exemplify 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 is characterized by nonhierarchical peer relationships, self-direction and reflection. Each of the sessions employs experiential and cognitive learning methods, reflective practices, and innovative dialogue strategies.

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

We look forward to welcoming you to Brandeis.



Linda Pololi, MBBS, FRCP
Director, C-Change Mentoring and Leadership Institute

The C-Change Mentoring & Leadership Institute is part of a study funded by the NIH Common Fund (administered by the National Institute of General Medical Sciences) under Award Number U01GM132367. IRB #19127R-E



INFORMATION SHEET

Registration

Please complete the [Institute Application](#). Further information can be found on the [C-Change website](#).

All session tuition fees, course materials, accommodation and meals during the program will be funded by C-Change and a travel allowance will be provided to Institute participants.

Applications are due **December 6th, 2019**.

A partially refundable deposit of \$750 will be due upon acceptance to the Institute to reserve a place. We will refund \$500 to participants who have attended all sessions.

Inquiries

For additional questions, please contact Catherine Longwell, Project Manager:
clongwell@brandeis.edu or 781-736-8101

C-Change Institute Schedule

	<u>2020-2021</u>	<u>OR</u>	<u>2021-2022</u>
Session 1	June 9-10, 2020		June 1-2, 2021
Session 2	September 22-23, 2020		September 21-22, 2021
Session 3	December 1-2, 2020		December 7-8, 2021
Session 4	March 23-24, 2021		March 22-23, 2022
Session 5	June 15-16, 2021		June 7-8, 2022

Quotes from Past Institute Participants

- *This program is so empowering and not just in theory but in practice as well—I have the tools to go forward.*
- *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.*
- *This experience has truly been life changing for me.*
- *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 eight 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.*
- *Peer mentoring has been a revelation. This is a much more powerful model.*

- *My way of truly offering thanks is to do my part to truly make a difference when it comes to enhancing cultural change in academic medicine.*
- *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.*

C-Change Institute Location, Accommodation and Travel

All sessions of this Institute will be held on the Brandeis University campus in Waltham, Massachusetts. C-Change will provide accommodation at a nearby hotel or on campus, and a travel allowance.

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 lines and local buses. Detailed travel information will be provided to participants.

About C-Change and the Institute Director

Dr. Linda Pololi, Distinguished Research Scientist at Brandeis University is Director of the National Initiative on Gender, Culture and Leadership in Medicine: C-Change (for culture change). Dr. Pololi received her medical training at the University of London. Prior to her role at Brandeis, she was Professor of Medicine and Vice Chancellor for Education. Dedicated to improving the culture of academic medicine through research and action, C-Change aims to facilitate an inclusive, affirming, relational working environment for faculty and trainees, and increase diversity of leadership in academic medicine. Dr. Pololi is internationally 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 is a leading proponent of an evidence-based collaborative peer group approach to mentoring and leadership development that facilitates career enhancement for medical faculty. Her recent research on the academic medical environment showed the importance of the culture to faculty vitality, challenging academic leaders to be change agents. Prior to C-Change, she was funded by U.S. 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.

The C-Change Mentoring & Leadership Institute is part of a study funded by the NIH Common Fund (administered by the National Institute of General Medical Sciences) under Award Number U01GM132367. IRB #19127R-E