

**The 2012-2013 AACP  
Academic Leadership Fellows Program (ALFP)**

**Information and Program Requirements**

**Call for Nominations**

The AACP Academic Leadership Fellows Program (ALFP) is a yearlong program designed to develop the nation's most promising pharmacy faculty for roles as future leaders in academic pharmacy and higher education. Participants include faculty and administrators from member colleges and schools of pharmacy. The four-session ALFP includes self assessment, peer assessment, in-depth leadership development, team building, consideration of legislative and public policy issues critical to academic pharmacy and higher education, administrative competency development, and application of leadership experiences. Up to thirty (30) Fellows will be selected to participate in 2012-2013.

**Benefits to the Sponsoring Institution**

- Opportunities to mentor a promising leader in academic pharmacy and higher education;
- Enhanced visibility of the pharmacy college or school; and
- Opportunities for building and strengthening alliances with the parent institution; other academic pharmacy institutions; communities, business and industry; elected officials and public policy makers in the Federal Government; and pharmacy leaders.

**Benefits for the Academic Leadership Fellow**

- A greater understanding of individual strengths and areas for development;
- The ability to lead change through knowledge of the critical issues facing academic pharmacy and higher education, team building, and development of administrative competencies;
- An understanding of the home pharmacy institution's mission, administrative strategies, governance and organizational structure, and the relationship to advancing campus and university goals;
- Opportunities for building relationships within the parent institution, and networking among other academic pharmacy institutions, communities, corporations, and Fellows;
- An understanding of the roles of various levels of administration including styles of leadership, communication, decision making, priority setting, negotiation, and conflict resolution;
- Experience in advocacy through interaction with legislative leaders and policy makers about issues significant to pharmacy education;
- An understanding of public policy including how policy is shaped through personal involvement in the legislative process and knowledge of the important legislative issues impacting academic pharmacy;
- Opportunities for developing a national network of peers and a mentoring relationship with experienced leaders; and
- Development of a personal and professional plan of action.

**Instructions for Nominators and Nominees**

Please read all the information in the application carefully. The dean of the pharmacy college or school must make the nomination. Prior to completing the application, the dean must meet with the nominee to:

- Develop a plan with the potential Fellow that will provide learning experiences about the strategy and operations of academic pharmacy and higher education within the college/school and the parent institution that he or she would otherwise not experience;

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- Agree to mentor the nominee or, if applicable, help identify a co-mentor within the institution or at another college or school of pharmacy;
- Discuss adequate release time from the nominee's faculty/administrator duties to pursue development activities associated with the ALFP, both for scheduled ALFP meetings and for development activities at the home institution. The time commitment to the program for attendance at required ALFP meetings and work on the group project is estimated to be approximately twenty (20) days over the course of the year.
- Arrange a regular schedule of meetings throughout the Fellow year to discuss ALFP activities, professional goals, and lessons learned through participation in governance at the home institution; and
- Commit financial support to the nominee, including \$7,000 tuition and all related travel and personal expenses associated with participation in the ALFP. (These additional expenses are estimated at \$6,000 to \$8,000 and include airline travel, ground transportation, lodging, AACP Interim and Annual Meeting registration, and some meal expenses.)

The dean must submit a letter of recommendation on behalf of the nominee, explaining why he or she should be accepted to the program. Please include a description of the mentoring plan developed in consultation with the nominee. Please limit the letter to 800 words or two double-spaced pages. See additional questions to address in the nomination letter below.

**Participant Requirements**

If selected as an AACP Academic Leadership Fellow, the Fellow commits to attendance and participation in all program required activities and assignments, including four ALFP Sessions, and registering and attending the AACP Interim Meeting and Annual Meeting, which are held in conjunction with ALFP Sessions III and IV. Absence or failure to complete required activities and assignments may result in dismissal from the ALFP and loss of tuition. Due to the intensive nature and team-building focus of the in-residence programming sessions, family members/guests are excluded.

**Selection and Notification**

An institution may nominate up to two (2) individuals. Selection of Fellows will be made on both an individual and cohort basis with attention given to the strength of the nomination letter, the proposed mentoring plan for the Fellow's involvement in leadership learning experiences at the home institution, and the nominee's letter of intent. To meet program goals and maximize each Fellow's leadership development opportunities, we seek diversity in the Fellows' cohort based on institutional characteristics (geography, governance), nominee's career stage, academic discipline, and leadership/management experience.

Up to thirty (30) qualified nominees will be selected. Nominees will be notified in early April 2012.