



lead with your strengths

Academic Leadership Fellows Program

2012–2013

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THE AACP WEB SITE AT WWW.AACP.ORG

American Association of
Colleges of Pharmacy

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AACP

THE AACP ACADEMIC LEADERSHIP FELLOWS PROGRAM (ALFP) IS A YEAR-LONG PROGRAM DESIGNED TO DEVELOP THE NATION'S MOST PROMISING PHARMACY FACULTY FOR ROLES AS FUTURE LEADERS IN ACADEMIC PHARMACY AND HIGHER EDUCATION. THE FOUR-SESSION PROGRAM INCLUDES IN-DEPTH LEADERSHIP DEVELOPMENT; TEAM BUILDING; EXPLORATION OF LEGISLATIVE AND PUBLIC POLICY ISSUES CRITICAL TO PHARMACEUTICAL AND HIGHER EDUCATION; AND SELF AND PEER ASSESSMENTS.



Speakers chosen for the program include recognized leaders and experts...Each peer group has an academic leader assigned as a facilitator.

During the program, Fellows develop . . .

- A greater understanding of self (individual strengths, areas for development), and a personal and professional plan of action for success;
- The ability to lead change by applying knowledge of critical issues facing academic pharmacy and higher education, team building and innovative management techniques;
- An understanding of the pharmacy institution's mission, administrative strategies, governance, organizational structure and relationship to advancing campus and university goals;
- Opportunities for building relationships within the parent institution, networking within the Fellows cohort and across other academic pharmacy institutions, communities and corporations;
- An understanding of academic administration including styles of leadership, communication, decision making, priority setting, negotiation and conflict resolution;
- Knowledge 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; and
- A national network of peers and mentoring relationships with experienced leaders.



THE PATH TOWARD LEADERSHIP

Over four sessions in residence, Fellows engage in seminars, activities and networking events designed to enhance their natural leadership strengths.

Session I: Discovering Leadership

Five days, Washington, D.C. area

The overall program and key leadership concepts that will serve as the foundation of the Fellows' experience in the program over the course of the following year are introduced. Fellows are assigned to groups of up to six peers and begin work on a year-long project to be presented at their final session. This session features an orientation program; discovery of individual leadership strategies and strengths; an introduction to leadership theories, values and models; team building activities; frameworks for leadership methods; group project work; and the opportunity for self-reflection on purpose and values.

Session II: Making Connections

Three-and-a-half days, Washington, D.C.

Session II focuses on the networking skills and partnerships that are the mark of leadership success in academia and pharmacy. Fellows engage with leading experts in the areas of public affairs communication, policy issues in higher education, protocol and etiquette, and the pharmacy profession. Session elements include media skills training; strengths-based organization strategies; leadership opportunities and challenges in higher education; and perspectives from current leaders in the pharmacy profession.



Session III: Developing Partners

Five days in conjunction with AACP Interim Meeting

Session III builds on the work of the previous two sessions with the introduction of advocacy skills. Fellows have the opportunity to apply their skills immediately during scheduled visits with their local representative on Capitol Hill. Session highlights include networking and learning opportunities; programming on quality of work life and the meaning of work; management development programming; and policy development and advocacy strategies.

Session IV: Commencing the Leadership Path

Five days in conjunction with AACP Annual Meeting

Session IV is a culmination and celebration of the Fellow's accomplishment over the past year. Fellows are feted during a special commencement ceremony, marked by a certificate of completion and special mementos commemorating their individual and cohort success. The Fellows' groups present their projects at a special session open to all Annual Meeting attendees. Other features of this session include networking and learning opportunities for incoming Fellows and alumni of the program.



One required group activity is designing, conducting and reporting on a research project addressing an important issue in academic pharmacy.

Benefits to Institutional Sponsor

By investing in Fellows and the program, sponsoring institutions will gain:

- Opportunities to mentor a promising leader in academic pharmacy and higher education prepared to make significant contributions on behalf of the institution;
- Opportunities for building and strengthening the leadership portfolio of the sponsoring institution. In addition, sponsoring fellows strengthens alliances with other pharmacy colleges and schools; communities, business and healthcare industry leaders; elected officials and public policy makers at local and national levels; and
- Enhanced visibility for the sponsoring institution, its leaders, and faculty.

Investment

AACP provides:

- Agenda materials, resource books and meeting preparation
- Speakers, consultants, moderators and leadership facilitators
- Social events such as receptions and selected meal functions

Participant and Institution provide:

- Academic Leadership Fellows Program tuition
- Airfare and lodging for the four sessions
- Registration for the AACP Interim Meeting (Session III) and the AACP Annual Meeting (Session IV)



Fellows engage in activities designed to discover and enhance their natural leadership strengths.

Required Commitment for Participation

Deans of AACP member colleges or schools may nominate up to two individuals each year from their institution for the ALFP. Deans must submit a letter of recommendation on behalf of the nominee and agree to mentor the nominee or help identify a co-mentor within the institution or at another school of pharmacy. The sponsoring institution is responsible for providing financial support to the nominee, including the \$7,000 tuition fee and the related travel expenses including transportation, lodging, meal and meeting registration expenses associated with participation in the program.

Eligibility Criteria

The selection of Fellows is based on 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, particular attention is given to the diversity in the Fellows' cohort based on institutional characteristics, including geography, governance, nominee's career level, academic discipline and leadership or management experience.



Fellows present their projects at a special session at the AACP Annual Meeting. Project presentations are prepared for submission to the *American Journal of Pharmaceutical Education* for publication, thereby contributing to the scholarly literature.

“The Academic Leadership Fellows Program (ALFP) is a tremendous experience for fellows, dean facilitators and dean mentors. The sessions and staff were outstanding. The most unique feature of this leadership program is that it challenges participants at all levels, regardless of their prior academic leadership experience. From the novice to the most seasoned academic administrator, there is something for everyone. I have been an administrator for more than 30 years and I learned a great deal from both my fellows and the program. I also saw my fellows grow throughout the year in their maturity and confidence as leaders. It was truly one of the most enjoyable experiences in my career.”

Charles D. Peterson, Pharm.D., FASHP
2010–2011 Dean Facilitator
Dean and Professor
North Dakota State University College of
Pharmacy, Nursing, and Allied Sciences



Application Deadline

All nomination materials are to be compiled and submitted to the AACP Academic Leadership Fellows Program in one e-mail. Submissions must be received by **5:00 p.m. EST on March 9, 2012.**

Application materials are available to download from the AACP Web site at www.aacp.org by visiting Career Development then selecting Academic Leadership Fellows Program.

For questions regarding the program, please contact:

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“The Academic Leadership Fellows Program (ALFP) provides incredible training in high performance leadership, including how to inspire others to develop beyond their dreams. My experience in ALFP exceeded my expectations in developing as a future academic leader; I am using the skills developed from this program to inspire others in exceeding their dreams.”

Stephen J. Cutler, Ph.D.
2010–2011 Fellow
Chair and Professor
Department of Medicinal Chemistry
The University of Mississippi School of Pharmacy



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