Memorandum

To: Chairs of Pediatric Departments
From: The Association of Pediatric Medical School Department Chairs
Date: April 16, 2012

Subject: Announcing the Second AMSPDC Pediatric Leadership Development Fellowship Program (PLDP)

Dear Colleagues,

We are pleased to announce that we are now accepting nominations for the second annual AMSPDC Pediatric Leadership Development Fellowship Program (PLDP). This program was developed last year following a survey of the AMSPDC membership which highlighted the important role of AMSPDC in helping to develop the next generation of pediatric chairs, ensuring that they will be well poised to lead our profession through the rapidly changing environment of academic medicine and health care in general.

Currently, about half of all Pediatric Department Chairs are either interim or have served 4 years or less. Interim chairs account for 8% of all chairs and there remains a relative paucity of women and minorities in pediatric leadership.

The first cohort of fellows was selected last summer and is currently engaged in the program. Five outstanding individuals were chosen from a very competitive group of applicants. You can find more on the current cohort at www.amspdc.org/LeadershipDev/LeadershipDev.cfm.

Who is Eligible?

Any faculty member in your Department who is currently in a significant leadership position and who has either expressed a long term interest in becoming a Pediatric Academic Department Chair or who you view as having potential to becoming a Pediatric Academic Department Chair. Such persons include but are not limited to Interim Chairs, Division Chiefs, Vice Chairs, Associate Chairs, Associate Deans, Program Directors, Research Directors, etc.

What Does the Fellowship Consist of?

There are four components to the fellowship.

- Formal Mentorship Program: This program will be modeled similarly to a current mentorship program AMSPDC has developed for new chairs. It will consist of matching the candidate to a chair who matches their leadership interests. The mentors will be members of AMSPDC who meet the mentorship criteria set by the AMSPDC Leadership Committee. The mentor will then serve as support to the candidate during, and if desired by both parties, following the year-long fellowship program. Regular (at least monthly) communication will be encouraged between the mentor and mentee for trouble shooting, advice, etc. Furthermore, the mentee will be given the opportunity to visit the mentor for up to
a week to observe the day-to-day activities of the mentor in their chair role; however, this cost is not currently included in the program registration fee.

- Peer-to-Peer Mentorship Program: This program will connect all members of each year’s cohort to rely on each other for support and information and possibly to work in teams during the leadership program on their projects (see below). They will be connected at least quarterly via 1 hour conference calls to enable joint learning or brainstorming on topics agreed on by the group. We will also have a secure website available for those in the PLDP to share documents, ideas, etc.

- Leadership Development Project: The development of projects that will be of value to the home department of the candidate, done in conjunction with the home based Chair or immediate supervisor will be encouraged. This project has to have the approval of the home based Chair.

- Attendance at Two Consecutive AMSPDC Annual Meetings: Fellows will be expected to attend two Annual AMSPDC meetings, first as the incoming cohort of fellows then as the outgoing cohort. During the first meeting, the incoming cohort will be introduced to potential mentors, presented with an orientation to the program, some seminal lectures on leadership and given time to bond with their cohort. They will also be asked to present potential projects to work on during their fellowship. The outgoing cohort (second meeting) will be expected to present their year-long projects and to give some advice to the incoming cohort on what worked and what did not work during their fellowship.

What are the Costs of this Fellowship Program?

Costs related to the fellowship will be borne by the Chair of the Sponsoring Department. Estimated costs for the whole fellowship are $5,500 which includes all the costs of the meetings, meals, symposia and accommodation, but does not include the cost of flights to and from the meetings, or the hotel nights during the AMSPDC meeting.

What is the Application Process?

To apply, please submit the following to the address below by **Monday, May 14th**:

- Nomination by Chairs or self nomination (all nominees must have a strong letter of support from his or her Chair)
- Brief (one page) biography including their career goals.
- Letter of intent (no more than two pages) describing why they wish to participate in the AMSPDC Pediatric Leadership Development Fellowship Program.
- Nominee’s Curriculum Vitae

A maximum of seven candidates will be accepted into the second cohort of this program.

*Nomination of women and underrepresented minorities encouraged.*

You may submit application materials and direct questions regarding this program to:

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6728 Old McLean Village Drive  
McLean, VA 22101  
Phone: (703) 556-9222  
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info@amspdc.org