

...an interprofessional academic advancement course for early to mid-career faculty.

The **Compass Program** from AAL guides individuals who seek to move forward in academia. Applicable to both tenure-track and non-tenure-track faculty, the **Compass Program** provides the academic tools that are vital for career planning and management. To further help with development, participants will have opportunities for individualized consultations with one or more of the **Compass** instructors.

PRAISE FOR AAL FACULTY PROGRAMS:

"Fabulous workshop. Very informative and educational. You provided valuable information which can be used immediately."

*Alexandra Sheppard, M.Ed.
University of Alberta Faculty of Medicine and Dentistry*

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FACULTY

Tobias E. Rodriguez, Ph.D., AAL Vice President for Education, oversees AAL's professional development programs. He received his Ph.D. in microbiology and immunology and has worked extensively in higher education and academic health care. Most recently he served on the faculty at Louisiana State University School of Dentistry where he directed numerous courses, lead student research efforts, and conducted and mentored both public health and biomedical research. He has extensive experience in leading curriculum initiatives, faculty development efforts, and academic committee work.

Lisa A. Tedesco, Ph.D., M.Ed. is the dean of the Emory University Laney Graduate School and a professor in the Rollins School of Public Health in the Department of Behavioral Sciences and Health Education. Dr. Tedesco has held faculty and administrative leadership positions at the University of Michigan and the University at Buffalo. She has published widely and worked on a number of interdisciplinary projects and as a social scientist on clinical research studies. Dr. Tedesco served on an Institute of Medicine committee addressing institutional strategies for increasing U.S. health care workforce diversity and has provided leadership in activities to promote gender equity in the sciences.



The **Compass Program** provides the tools and skills for early to mid-career faculty to succeed in academic health professions education:

- Identifying and writing grants
- Developing a research agenda
- Building mentor and protégé relationships
- Managing up the administrative ladder
- Balancing work-life goals
- Collaborating interprofessionally
- Planning for promotion and tenure
- Writing for publication
- Understanding the culture of higher education

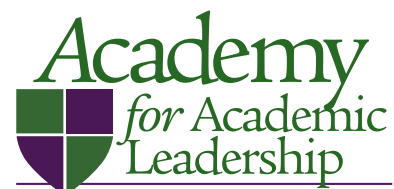
CUSTOMIZED PROGRAMS

To request a proposal for a customized **Compass Program**, contact AAL Managing Director George Weinstein: gweinstein@academicleaders.org or 404.350.2098.

PRAISE FOR AAL FACULTY PROGRAMS:

"I came as a surgeon who teaches—now I feel that I can function better as a surgeon teacher."

*Greg Cobetto, D.M.D.
University of Kentucky*



The Nexus of Leading and Learning®

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What do early to mid-career faculty need to excel?



COMPASS

- **Develop** an academic career plan with expert, one-on-one coaching
- **Learn** best practices for developing a research agenda and securing funding
- **Practice** new communication skills
- **Develop** strengths for writing articles and grant applications
- **Discover** strategies for interprofessional collaboration
- **Explore** mentor-protégé dynamics



COMPASS

John C. Baldwin, M.D., AAL Senior Consultant, is a university administrator; scholar; teacher; and a world-renowned cardiothoracic surgeon as well as a national leader in health care policy. He is a tenured professor and the advisor for health affairs to the Texas Tech University System. Dr. Baldwin was a dean and associate provost of Dartmouth Medical School, a professor at Harvard University, the president and CEO of the Harvard Immune Disease Institute, and head of surgical programs at Baylor College of Medicine and its affiliated hospitals in Houston, Texas.

William D. Hendricson, M.S., M.A. is an AAL Senior Consultant who has been an administrator, professor, and a consultant in health professions education for nearly 40 years. He was principle instructor and co-director in a grantsmanship and research fellowship conducted by the American Academy of Family Practice and has been training director on 16 NIH or HRSA grants. Prof. Hendricson has published over 100 articles, monographs and chapters in health professions education and has served as editor of peer-reviewed journals. During his decades as a professor and administrator, he has mentored hundreds of faculty and students and conducted dozens of grant- and scientific-writing courses.

COMPASS: Charting pathways for successful academic careers.

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Becoming a great teacher is not enough to guarantee success in academia. Faculty also need to master a variety of other skills in the classroom, university, lab, hospital, and clinical settings. AAL's **Compass Program** is an academic advancement course for early to mid-career faculty who are in tenure-track and non-tenure-track positions. It provides the academic tools that are vital for career planning and management.

In addition, **Compass** offers an interprofessional development opportunity for health professions educators: participants will interact with colleagues from medicine, nursing, pharmacy, dentistry, allied health, public health, and other programs to gain experience and insights. During **Compass**, participants will have opportunities to collaborate in working groups across disciplinary lines.

• **Career planning:** The **Compass Program** will guide faculty through the planning process so they can set realistic goals and milestones. They will learn how to avoid pitfalls that can derail a promising career and gain the insights of insiders who have thrived within the culture of higher education.

Participants will be invited to submit their CVs and career plans for review by the instructors, to enable one-on-one feedback during the program.

• **Career building through scholarship:** Identifying and writing grants, conducting research, and writing for publication are vital for promotion and tenure. The **Compass Program** teaches faculty how to create clear, concise, and compelling grant applications, frame research questions, and improve writing techniques for journal submissions.



• **Developing mentor & protégé relationships:** Mentoring students and becoming the protégé of more senior faculty are two important dynamics in academia. **Compass** helps participants understand the mentoring process, identify the qualities of both good and bad mentor and protégé relationships, and gain the skills and confidence to provide students with effective guidance.

• **Navigating the academic landscape:** **Compass** also provides other skill-sets faculty need to build successful academic careers. Participants will learn how to “manage up” the administrative ladder, achieve balance between their work and life goals, serve on committees, and negotiate to solve interpersonal conflicts. **Compass** gives participants an understanding of the culture of higher education.

COMPASS includes interprofessional collaboration and peer networking, as well as expert coaching and techniques for effective grant writing.



The **Compass Program** will be held at the Emory Conference Center in Atlanta, Georgia on June 7- 9, 2012.

The tuition for the **Compass Program** is \$1,950 through March 31, 2012. For registrations thereafter, the tuition increases to \$2,150.

Fee includes over 25 hours of intensive, interprofessional learning:

- One-on-one career planning
- Peer coaching
- Class discussions
- Small-group projects
- Case studies
- Problem-solving exercises
- Self-directed coursework
- Presentations by **Compass** Scholars
- Over 150 pages of program materials
- Social and professional networking opportunities

Compass tuition includes lodging and all meals during the program.

Group discounts are available for three or more faculty attending from the same institution. For details, contact AAL Managing Director George Weinstein: gweinstein@academicleaders.org or 404.350.2098.

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