

The University of Alabama at Birmingham Healthcare Leadership Academy

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Co-Director

Disclosure

I have no relevant conflict of interests to disclose. This educational innovation largely developed from the vision of others and hard work of many.

Educational Objectives

- Recount the history of this program
- Outline the current structure of the curriculum
- List current and planned innovations in the program

Beginning

- Suggested by the School of Medicine Dean
- Motivated by the Emory School of Medicine Woodruff Academy
- Partnered with the Collat School of Business Dean
- Needs assessment performed by Dr. Karen Kennedy (SOB)
- Supported through philanthropic gift

Korschun HW, Redding D, Teal GL, Johns MM. Realizing the vision of leadership development in an academic health center: the Woodruff Leadership Academy. Academic Medicine. 2007 Mar 1;82(3):264-71.

Educational Goals

- Teach participants about the history and operations of the health system and academic health centers
- Enhance and develop the leadership abilities of the participants
- Facilitate the development of strategic thinking skills, focusing on opportunities and challenges facing academic health centers
- Activate participants' evaluation of their own individual aspirations, strengths, weaknesses, and commitment to leadership

Participant Selection

- Open to faculty and administrative leaders in UAB Medicine and other UAB health-related schools.
- Applicants are ranked by a advisory group
- Final selection to create a diverse group
 - Traditional measures
 - Faculty and staff
 - Representation from different schools and Health System
 - Emerging and established leaders

Curriculum

- Opening weekend retreat
- Monthly sessions
- Individual readings
- Small group projects

Opening Weekend Retreat



Monthly Meetings- Themes

- Know yourself and teamwork
- Building on a vision
- Leadership and strategic planning
- Academic medical center finance and operations
- Communication and negotiation
- Leadership perspectives and skills



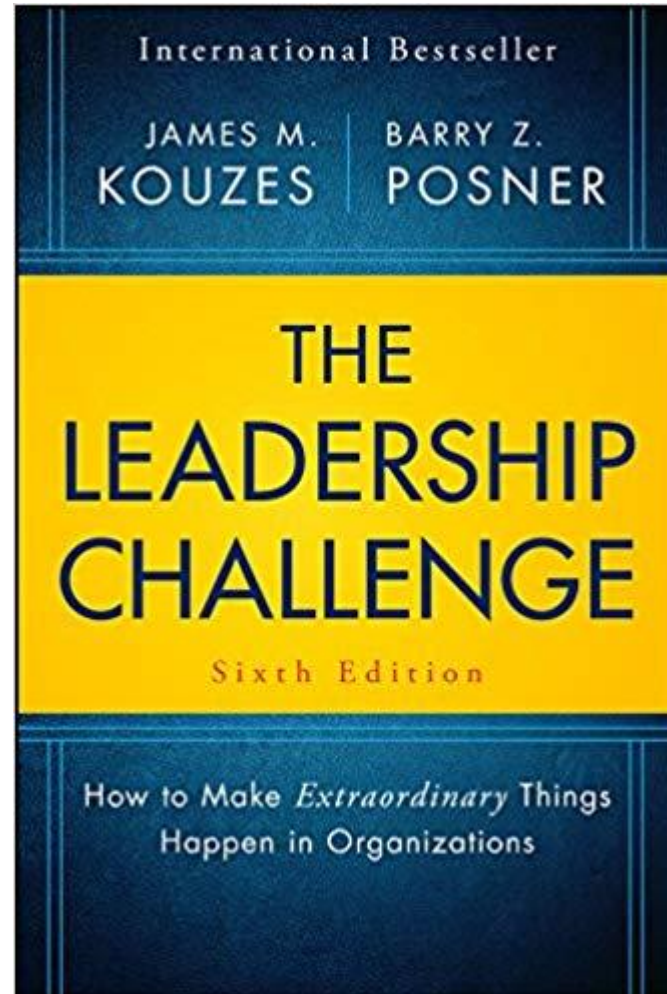
Monthly Meeting- Structure

- Speakers
- Small group work time
- Social networking opportunities



Aldridge Gardens
Hoover Alabama

Individual Readings



Small Group Projects

- Ideas nominated by participants and senior leaders
- Formal small group presentation
- White paper submitted and added to repository

Program Outcomes



Participants

2009-2019 Participant Overview (260 Participants)

Gender	Female = 120 (46%) Male = 140 (54%)
School Representation: <ul style="list-style-type: none"> • Medicine • Nursing • Dentistry • Optometry • Public Health • Health Professions 	(161) 124 13 9 9 3 3
Faculty Rank: <ul style="list-style-type: none"> • Professor • Associate Professor • Assistant Professor 	(161) 12 23 9
Non-Faculty Administrators: <ul style="list-style-type: none"> • UAB Health Systems • University Hospital • Health Services/The Kirklin Clinic • Departmental Administration 	(99) 24 16 11 48

Session Evaluations

Session Evaluation by year: 2009-2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	AVG
Session 1: Know yourself and teamwork	N/A	1.7	2.3	2.3	1.7	1.2	1.6	1.7	1.5	1.8	1.5	1.73
Session 2: Building on a vision	1.5	1.4	1.9	1.9	2.1	1.3	1.8	1.6	1.6	1.3	1.7	1.66
Session 3: Leadership & strategic planning	1.4	2.3	1.8	2.3	2.2	1.4	1.8	1.8	1.2	N/A	1.6	1.82
Session 4: AMC Finance and operations	1.9	1.5	1.9	1.8	1.6	1.5	1.2	1.5	1.3	1.4	1.7	1.54
Session 5: Communication & negotiation	1.7	1.5	2	2.2	2.1	1.4	1.9	1.7	1.3	1.5	1.5	1.71
Session 6: Leadership perspectives and skills	2.0	2.0	2	1.8	1.9	1.6	1.7	1.2	1.1	1.25	1.5	1.61
Overall Average	1.7	1.73	1.98	2.05	1.93	1.40	1.67	1.58	1.33	1.45	1.58	1.68

Small Group Projects

- Range of topics
- Variety of methods employed
- A select few have led directly to institutional change
- Valued as a part of the networking process

Recent and Planned Innovations

- Created a closed social media network
- Added the Leadership Preference Inventory
- Will create a second Leadership Challenge small group

Current Program Leadership Team



Dr. Cori Perdue
Program Manager



Dr. David Rogers
Co-Director



Dr. Grant Savage
Co-Director

Appreciation



Additional Reading

Savage GT, Duncan WJ, Knowles KL, Nelson K, Rogers DA, Kennedy KN. Interprofessional academic health center leadership development: the case of the University of Alabama at Birmingham's Healthcare Leadership Academy. *Applied Nursing Research*. 2014 May 1;27(2):104-8.