

Faculty Leadership Impact Project (FLIP) Faculty Launch

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An important aspect of the launch fellowship is **Faculty Leadership Impact Project (FLIP)** that each fellow will design, plan and implement. The FLIP is a project or initiative that expands the faculty's leadership skills and institutional visibility through a departmental/institutional initiative that aligns with the faculty's experience and expertise and meets a goal or need at Drexel COM. Launch faculty will work individually and collaborate with their Chair and other key stakeholders on the FLIP project during the year long program. Faculty will be mentored by **Dragon Learning Circle (DLC)** peers and by a senior faculty advisor on their FLIP. The objective of the FLIP is to integrate the new leadership skills from didactic curriculum to their projects and expand their experience as a leader to implement key stages of the proposed projects.

In preparation for your **Faculty Launch** application, explore ideas for the **FLIP** that will work on over the course of Launch. The project should address issues within your specialty/unit and be selected in consultation with your Chair. It can be a single project or part of a larger initiative. It may be an incoming challenge to a recently appointed leadership position or it could be re-energizing a stalled important initiative. Regardless, the project should stretch your capabilities and broaden your leadership capacity.

What is the Faculty Leadership Impact Project? (FLIP)

- The **FLIP** is a project or initiative that expands the faculty's leadership skills and institutional visibility through a departmental/institutional initiative that aligns with the faculty's experience and expertise.
- Throughout the fellowship, each fellow will work to **design** a project, **implement** the project, and then **evaluate** the project.
- The project should address issues within your specialty/unit and be selected in consultation with the fellow's Chair.
- It can be a single project or part of a larger initiative.
- It may be an incoming challenge to a recently appointed leadership position or it could be re-energizing a stalled important initiative.
- The project should stretch the fellow's capabilities and broaden their leadership capacity.

Faculty Leadership Impact Project Objectives to consider include:

- **Deepen your understanding of the knowledge and skills** you obtain during Faculty Launch (including the processes involved in undertaking such a project) through application of these skills to the completion of a project. As we all know, there is no better way to learn something than to practice it!
- **Learn how to use your Dragon Learning Circle (DLC) peers and advisors, as well as Faculty Launch classmates** as expert consultants, supporters, and reflectors for you in your project work. You have a unique opportunity to obtain advice and feedback from this peer group of talented faculty colleagues who can help you to achieve your goals.
- **Enhance your leadership skills** through exercising your leadership to influence change.
- **Provide value to your institution or organization** through acting on the knowledge and skills you learned in Faculty Launch. You also can gain visibility as a leader in this process!

Choosing Faculty Leadership Impact Project

- **Look OUT there**—to your work place. What is missing out there? What is not happening that could be happening or needs to happen? And if it were happening, what difference would it make?
- **Brainstorm** with your Chair, colleagues in your work unit, or other administrative officials and mentors.
- **Consider your position of influence:**
 - **Where you are TOP** – where you have overall responsibility for a system or piece of a system.
 - **Where you are at the BOTTOM** – something is wrong with your system, and THEY aren't doing anything about it. Develop an IAP where *you are central to making this problem go away.*
 - **Where you are MIDDLE** – caught between two or more people pulling you in different directions. Develop a FLIP in which *you empower yourself and/or others.*
- **Is this project something you want to have happen?** Choose something you have passion about, not something that was given to you by someone else, not something that is just your job to do.
- **Will it make a difference to other people? Will it have impact for your unit and the organization?**
- **Is it beyond your obvious capacities to handle?** Choose a project that will cause you to stretch, to use more of yourself than you usually use.
- **Is it likely to happen if, given the normal flow of events, you do not make it happen?** Choose a project where you will be the change agent influencing the situation.

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Examples of FLIP Projects (2019 fellows)

Dragon learning Circle: Clinical and Basic Scientists			
Faculty Name	Faculty Rank	Department	FLIP project title
Seena Ajit, PhD	Associate Professor	Pharmacology and Physiology	Increase Drexel presence and student participation at Mid-Atlantic Pharmacology Society (MAPS) meeting held annually.
Meera Harhay, MD	Associate Professor	Medicine	The Drexel Kidney Disease Research Alliance
Sandhya Kortagere, PhD	Associate Professor	Microbiology and Immunology	Center for Molecular Therapeutics
Florence Mompalaisir, MD	Assistant Professor	Medicine	Fostering a culture of research mentorship for clinical scientists
Patrick Osei-Owusu, PhD	Associate Professor	Pharmacology and Physiology	Establishing a center of excellence for multi-disciplinary cardiovascular research
Veronic Tom, PhD	Associate Professor	Neurobiology and Anatomy	Forging the future of Drexel University's Marion Murray Spinal Cord Research Center
Dragon learning Circle: Clinical Leaders			
Faculty Name	Faculty Rank	Department	FLIP project title
Danielle Cullen, MD	Assistant Professor	Obstetrics and Gynecology	Standardizing Prenatal Infant Feeding Education in the Drexel OBGYN Practices
Jill Farmer, MD	Assistant Professor	Neurology	Laying the foundation for treating Functional Neurological Disorders at Drexel
Annette Gadegbeku, MD	Associate Professor	Family, Community and Preventive Medicine	Establishing a Division of Community Health
Humaira Hussain Khan, MD	Associate Professor	Medicine	Optimization of patient satisfaction and treatment outcomes at the Drexel Infusion Center
Zsofia Szep, MD	Associate Professor	Medicine	Philadelphia Urban Health Collaborative for Substance Use Disorder: Mobile services for prevention, engagement in care and treatment
Nini Malayaman, MD	Assistant Professor	Anesthesiology and Perioperative Medicine	Creating an anesthesiology learning curriculum specifically for medical students
Farhan Hasni, MD	Assistant Professor	Medicine	Drexel University Cardio-Oncology Service Initiative
Nathalie May, MD	Associate Professor	Medicine	Closing Patient Treatment Gaps While Maintaining Provider Wellness
Ryan Offer, MD	Associate Professor of Clinical	Obstetrics and Gynecology	Reenergizing Physicians Through Comradery
David Vearrier, MD	Associate Professor	Emergency Medicine	Medical Toxicology Telemedicine Initiative
Dragon learning Circle: Medical and Graduate Educators			
Faculty Name	Faculty Rank	Department	FLIP project title
Nick Kuzma, MD	Assistant Professor	Pediatrics	Faculty Development in Medical Education Practice and Scholarship at St. Christopher's Hospital for Children
Michael Bouchard, PhD	Professor	Biochemistry and Molecular Biology	Creating a stackable certificate program in biomedical technologies
Dana Farabaugh, MD	Associate Professor	Obstetrics and Gynecology and Office of Educational Affairs	Interprofessional Education- Creating a collaborative learning environment to foster teamwork and collaboration.
Kheyandra Lewis, MD	Assistant Professor	Pediatrics	Getting the Most Out of Your Year: A Structured Curriculum to Enhance Chief Resident Performance
Leon McCrea, MD	Associate Professor	Family, Community and Preventive Medicine	Changing the landscape of graduate medical education to promote resident and fellow workforce diversity
Aysha Waheed, MD	Associate Professor	Psychiatry	Expanding footprint of diversity and inclusion and exploring the impact of such initiatives on choice of career path
Eishi Noguchi, PhD	Associate Professor	Biochemistry and Molecular Biology	Professional Master's Degree Program in Molecular Biosciences and Biotechnology

