

Faculty Leadership Impact Project (FLIP)

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.

- 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.

What is the Faculty Leadership Impact Project? (FLIP)

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.

FACULTY LAUNCH 2023 FLIP PROJECTS						
First Name	Last Name	Degree	Department	Faculty Rank <i>(at time of program completion)</i>	Administrative Title <i>(at time of program completion)</i>	FLIP Title
Enitan	Adegite	MD MPH	Pediatrics	Associate Professor of Clinical	Section Chief, Adolescent Medicine	Increasing Access to Long-Acting Reversible Contraception at the Teen and Young Adult Center: IALARC
Amy	Althoff	MD	Medicine	Associate Professor	Medical Director, Partnership Comprehensive Care Practice	Furthering the Partnership's relationship with a city hospital partner
Seema	Baranwal	M.D.	Medicine	Associate Professor	Senior Associate Dean for Student Affairs	Developing DUCOM LEARN (Learning Environment Assessment and Response Network) and Increasing Transparency in Mistreatment Reporting and Outcomes
Jessica	Barson	Ph.D.	Neurobiology & Anatomy	Associate Professor		GSBSPS Student Mentoring Circle
Max	Cooper	MD	Emergency Medicine	Assistant Professor	Associate Program Director EM Residency, Director of EM Ultrasound Division, EM	Implementation of a Resuscitative Transesophageal Echocardiography program



					Ultrasound Fellowship Program Director	
Eduardo	Espiridion	MD, DFAPA	Psychiatry	Associate Professor	Chief of Psychiatry	Incorporating scholarly activities to a busy clinical Psychiatry practice
Janet	Fitzpatrick	MD	Medicine	Clinical Associate Professor	Director, Junior Medicine Clerkship	Improving Narrative Assessment: Giving Feedback to the Evaluator
Margaret	Gilfillan	MD	Pediatrics	Assistant Professor		Establishing Safe and Effective Usage of Point of Care Ultrasound in the Neonatal Intensive Care Unit
Zhabiz	Kazeminezhad	MD	Psychiatry	Assistant Professor		Building a Transitional Outpatient Clinic in Phoenixville Hospital
Renee	Kottenhahn	MD	Pediatrics	Associate Professor of Clinical	Course Director FPC1, West Reading Campus (with an offer extended to become Course Director for Clerkship Fundamentals, West Reading Campus)	Developing a User-friendly Planning Model to Unify DUCOM Campuses in the Execution of the Doctoring Curriculum.
Nandini	Madan	MD	Pediatrics	Assistant Professor		ESTABLISHING A BLUEPRINT FOR MULTI SPECIALITY Clinics Addressing Common Cardiac Problems in the Heart Center For Children
Ogechukwu	Menkiti	MD	Pediatrics	Associate Professor		To describe the inflammatory milieu of Pediatric patients on Extracorporeal



						Membrane Oxygenation
Vanessa	Pirrone	PhD	Microbiology & Immunology	Associate Professor		Restructuring the medical school admissions processes: Transitioning to multiple mini-interviews (MMI) as part of the holistic review process
Todd	Strochlic	VMD, PhD	Biochemistry & Molecular Biology	Associate Professor		Reintegrating Biochemistry into the Phase 2/3 Curriculum at Drexel
Adrienne	Willard	MD	Medicine	Associate Professor		Developing Culturally Competent Faculty in a Multi-site, blended academic-affiliate and adjunct faculty model.