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## Background

Leadership training programs are not standard in most Universities even though major resources are invested in external searches to recruit academic leaders. New leaders are frequently recruited into program director, chair, or Dean positions based on scholarly and technical capabilities whereas formal leadership training can be equally important to any leader's success.

## Purpose

GW Academic Leaders Academy (GWALA), involved

- developing a skills focused curriculum from current evidence and best practices
- teaching 16 fellows
- evaluating Academy impacts among fellows
- identifying ways to ensure the Academy for future years

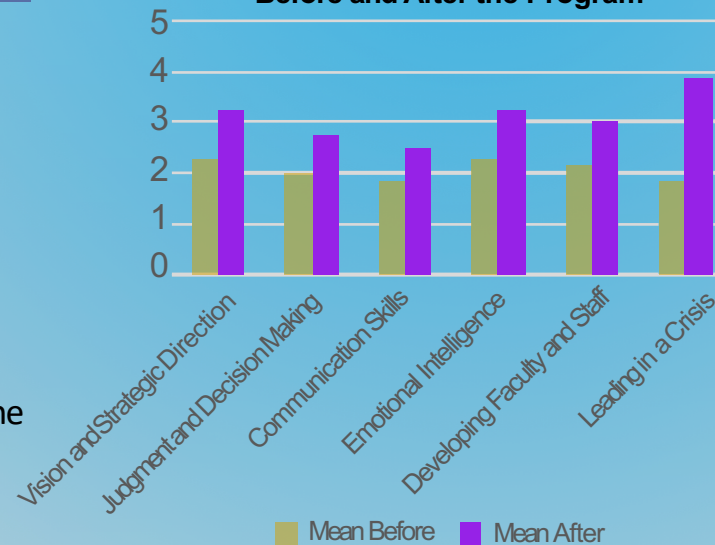
## Method & Approach

Fellows were identified from nominations and a competitive review process. Academy faculty included the faculty provost and deans who covered professional leadership topics over a calendar year.

## Outcomes

Fellows provided ratings after each session and at the program's end.

Knowledge, Skills, and Abilities  
Before and After the Program



## Discussion

- The first year of GWALA demonstrated the
- feasibility of identifying and training future leaders internally
  - utility of a skills based curriculum that focuses on foundational leadership skills
  - power of collective training to build a university wide leadership culture
  - importance of fellows becoming visible role models by the end of the program

## Future Directions

- The coming year of GWALA will involve
- training the next GWALA cohort
  - tracking GWALA graduates to measure career advancement
  - incorporating GWALA alumni in future curriculum content
  - measuring return on investment as alumni demonstrate their overall impact on educational quality