2023-2024 Emerging Leaders in Aging Program

Applications are due Tuesday, January 3, 5PM Pacific Standard Time
APPLICATION FORM

Applications are now being accepted for the 2023 – 2024 Emerging Leaders in Aging (ELIA) Program, a collaboration between Tideswell at University of California, San Francisco (UCSF) and the American Geriatrics Society (AGS) and supported by the Archstone Foundation and the Gary and Mary West Foundation. Founded in 2015, this program is now admitting its nineth class of leadership scholars that will begin the summer of 2023.

Anna Chang MD, Louise Walter MD, Christine Ritchie MD, Mindy Fain MD, Mike Harper MD, Bill Hall MD, and Nancy Lundebjerg MPA are program leaders. A national interprofessional advisory board selects scholars.

ABOUT THE PROGRAM

ELIA graduates are passionate about transforming the field of aging and leading health professionals to improve the health and well-being for older adults. Past scholars have included physicians, dentists, nurses, pharmacists, psychologists, and social workers, involved in **clinical**, **research**, and **educational** programs.

Who Should Apply

We are looking for emerging leaders in aging committed to creating communities where ageism, ableism, classism, homophobia, racism, sexism, xenophobia, and other forms of bias and discrimination no longer impact healthcare access, quality, and outcomes for older adults and their caregivers. Based on scientific evidence, those who develop into outstanding leaders are individuals who are open to self-reflection, continuous improvement, and growth. Applicants should have a desire to advance their skills in developing mission and vision, self-awareness, influential communication, program evaluation, project management, financial literacy, and adaptive strategies to achieve and sustain positive change in the field of aging.

This program benefits health professionals who are between four to ten years out of training, embarking on a new leadership endeavor, and whose work is aimed at improving care for older adults. Candidates tend to be those who have a relatively new leadership role (that began within the last 5 years) and real-time challenges that involve leading others and leading change.

Our Focus
The ELIA Program is focused on supporting Scholars to develop their skills in three core leadership domains:

1. **Authenticity in Leadership**
   Do you recognize your emotions, strengths, weaknesses, needs and motivations, as well as their effect on others? What are your mission, values, and goals? What are the opportunities and gaps in

your leadership abilities that you could strengthen in order to contribute more effectively?

2. **Change Management**
   Do you understand what inspires and motivates others? Who can help you make important changes? How can you best develop and communicate a shared vision and work plans? How can you influence and empower others to act? How will you manage conflict and lead teams through change?

3. **Making a Difference**
   What positive difference do you wish to make with your leadership role and practicum? What are your goals and strategies? How will you measure progress and outcomes? How can you plan for potential risks, barriers and solutions? How will you implement real-world solutions for older adults?

Our Approach

Our approach includes a formal curriculum, small group mentoring and coaching, and a leadership practicum.

- **Formal Curriculum**: Learning formats include individual reading and reflection, small group discussion, and large group workshops. The curriculum is experienced entirely within interactive learning communities. Advanced individual preparation for every session is essential to maximize learning.

- **Mentoring, Coaching, and Networking:** Based on area of focus scholars will be assigned to one of three small groups: clinical program building, education, or research and evaluation in aging. Small groups consist of five or six scholars and one or two advisors. During the year-long curriculum and beyond, Scholars belong to a national network of >120 ELIA alumni across the country who are engaged in regular conversation with each other sharing best practices and opportunities for collaboration.

- **Leadership Practicum:** Through the design and completion of a feasible year-long leadership practicum, scholars have an opportunity to practice new or enhanced leadership skills on a project that they have designed and are leading. The proposed practicum: (1) addresses a current pressing challenge at the Scholar's organization and is inclusive of attention to advancing diversity, equity, and inclusion at their institution; (2) is aligned with the organization's strategic priorities; and (3) has institutional commitment of mentorship and resources to ensure success. We encourage applicants to design a practicum that is core to their current body of work and that advances a program or project about which they are passionate. Scholars present accomplishments, lessons learned and next steps to AGS leaders at the conclusion of the program.

ELIGIBILITY

Applicants will be health professionals whose current work has direct impact on the health and well-being of older persons. Applicants must demonstrate a clear commitment to the field of aging through their training experience and current position. **To be eligible, an applicant must**:

- Be currently affiliated with a U.S. institution that is an academic or other non-profit organization.
- Have a local mentor who is committed to their growth and development as a leader.
- Institutional support for their leadership practicum, professional development, financial costs, and release time to attend all program meetings and videoconferences.

Commit to attend all program meetings and submit all program fees.

PROGRAM FEE

$3,800 (includes meals and program materials). Program fee **does not include** air travel, lodging or ground transportation to and from the two in-person meetings. There is limited funding available for financial assistance. Payment is due by August 31, 2023.

PROGRAM REQUIREMENTS

Attendance at all program sessions is required. The program consists of activities spanning the course of one year, with the anticipation that the community of scholars will remain meaningful colleagues for each other throughout their careers. The program begins with a three-day fall meeting, either virtual or in-person (dates TBD); followed by individual and small group videoconference meetings, and it culminates with a final two-day, in-person meeting in the days preceding the AGS Annual Meeting. If an applicant is unable to attend all program sessions, we recommend deferring the application to a subsequent year.

1. **Two in-person meetings:**
    a. Fall 2023 (Dates and location TBD)
    b. May 2024 (Date and location TBD; just prior to the 2024 AGS Annual Meeting)
2. **One individualized executive coaching session**
3. **Six one-hour videoconference meetings in small groups (clinical, education, and research)**

SELECTION CRITERIA

Each application is reviewed and scored by multiple members of the national interprofessional selection committee. Written applications are evaluated for the following criteria:

a) Demonstrated commitment to advancing discovery, clinical care, and/or education system change in the field of aging as evidenced in an applicant's career.
b) A compelling case as to why this leadership program is a critical next step for the applicant in achieving their goals.
c) A strong record of accomplishment reflecting positions of increasing leadership responsibility.
d) Strong institutional and mentor support for the applicant and proposed leadership practicum.
e) A proposed practicum that will help the applicant practice important leadership skills and contribute to advancing the applicant's overall career goals. In our efforts to reduce health disparities and advance diversity, equity, and inclusion, we would also like to know how the practicum will address these areas.

Application outcome notifications will be sent by April 2023.

Please review the Application Instructions on the next page.

Application Instructions: APPLY HERE

Applications are due <u>Tuesday, January 3, 2023,</u> 5PM Pacific Standard Time

The online application includes:
- **Personal Information Form**
- **File uploads (must be PDF files):**
  1. Personal Statement (limit to one page)
  2. Practicum Description (limit to one page)
  3. Institutional Mentor Letter of Support (limit to one page)
  4. Institutional Supervisor Letter of Support (limit to one page)
  5. Curriculum Vitae (no page limit)

Your **personal statement** [limit to 1 page, PDF] should include your current work and future career goals in the field of aging, including:

1. Your vision for future care of older adults;
2. How you hope to have an impact on the field of aging;
3. A story that describes your reasons and goals for pursuing this program;
4. Your past leadership experience, current leadership skills, and 2-3 new leadership skills that you need

Your **leadership practicum description** [limit to 1 page, PDF] will include a brief structured overview using the headings below:

1. **Title** and description;
2. **Project aims and desired outcomes**;
3. **Action steps and timeline**;
4. **How you plan to incorporate attention to diversity, equity, and inclusion into your practicum** (e.g., if developing a clinical intervention, how you might measure and improve disparities between groups).
5. **Project evaluation plan**

The **Institutional Mentor Letter of Support** [limit to 1 page, PDF] will describe your potential for leadership advancement. It will describe the mentor's role in in your career development. This may include the frequency of your planned mentoring meetings, how your mentor and the institution have committed resources to support you in accomplishing your practicum aims within the proposed timeline. The mentor will comment on how participation in this program will help advance your career and expand your impact. The mentor may address how your practicum addresses the institutions priorities related specifically to diversity, equity, and inclusion.

The Supervisor Letter of Support [limit to 1 page, PDF] is written by your chief, chair, dean, or health system leader. It will comment on your current role in the organization and potential for growth as a leader, and how this program will expand your impact. It will specify the authority and specific resources (e.g., human, financial, authority, time, etc.) granted to you to carry out the change proposed in the practicum. It commits financial support for participating in the program and release time for you to complete assignments and attend meetings. The supervisor will also comment on how the practicum will advance the mission of the institution, including the strategic priorities the institution has identified related to diversity, equity, and inclusion.

*Your institutional mentor and supervisor may be the same individual. In that case, one letter of support addressing both roles will suffice.

Questions? Please e-mail us at*: Leadership@TideswellUCSF.org

APPLY HERE