



Academic Leadership Program at RBHS

The Academic Leadership Program at RBHS (ALP-RBHS) provides a venue for faculty administrators to examine and further develop their leadership, management, and organizational competencies with attention to current biomedical and health sciences challenges and opportunities at the national and state level, and within Rutgers and RBHS. Developed in collaboration between the Rutgers Center for Organizational Leadership and RBHS leaders, faculty, and staff, this one-year program delivers a blend of concepts, best practices, methods, and tools to enhance participants' leadership competencies and ability to advance their individual units and RBHS more broadly.

Program Benefits

Examine shared leadership challenges and opportunities

Discuss concepts and strategies for effective leadership in academic health

Improve individual and collective leadership capacity

Selected Topics

- Complexities of the academic health landscape
- Leadership communication
- Coaching and mentoring
- Evaluation and promotions
- Strategic planning and organizational excellence

Selected Topics

- Financial models and financial management
- Personal and professional strengths
- Organizational culture
- Anticipating risks and leading during crises
- Change management

How Fellows will Strengthen their Leadership Capacities

Increase understanding of current biomedical and health sciences leadership challenges

Strengthen ability to assess and leverage individual personal and professional strengths

Develop interprofessional relationships and strengthen interprofessional networks

Build communication competence and effectiveness

Reinforce or refine beliefs and values related to one's identity as a leader

Improve ability to identify and solve problems related to change, crisis, and culture

Design a collaborative capstone project proposal that addresses a significant area of need

Program Timeline and Highlights

Nominations
open October

Nominations due
October

Committee
review

Fellows will be
announced
November

Sessions will
begin
January

Who is Eligible to Participate?

- Nominations can be submitted by deans, directors, chairs, or other senior administrative leaders who see potential for greater leadership in the nominee. Self-nominations are also accepted and need Dean's approval before formal selection.
- Fellows should be RBHS faculty administrators with less than two years of experience in the role, or established faculty administrators seeking to enhance their personal leadership capacity. Examples of current participants' roles include:
 - Director
 - Assistant/Associate Dean
 - Chair/Vice Chair
- This is a year-long commitment. Fellows are expected to attend all sessions and complete a collaborative capstone project. Virtual and in-person sessions occur approximately twice a month.

Alumni Testimonials

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“ALP was a fantastic opportunity for intra- and interprofessional networking. My relationships with folks I knew got stronger and a whole new world opened for collaboration.”

“It was an honor to participate in the RBHS Academic Leadership Program. Much of what we learned both clarified and solidified processes that were part of operations in our areas but at the same time put a new perspective on the how and why of those operations.”

“The program helped me to “see” beyond my school... through our group project, I realized that there are others with the same concerns and vision that are ready to make a difference. I would definitely recommend the ALP-RBHS program.”

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The program is co-sponsored by the Rutgers Center for Organizational Leadership and Rutgers Biomedical and Health Sciences (RBHS). For further information, please visit our website: https://ol.rutgers.edu/programs/alp_rbhs/



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