

# AAHPM Leadership Scholars Fund

## 2020 Application Information



The AAHPM Leadership Scholars Fund is an initiative designed to increase the number of qualified hospice and palliative medicine physicians who have access to specialized leadership development opportunities to supplement clinical training. This fund will provide scholarships to AAHPM physician members who are interested in participating in select professional development activities. AAHPM Leadership Scholars receive up to \$5,000 in funding (\$2,500/year over a two-year grant) to participate in leadership development engagement activities designed to support growth as a leader. Applicants are responsible for customizing a leadership development plan aligned with the [AAHPM leadership core competencies](#).

### Goals of Program

- Invest in leadership and career development, enabling Scholars to refine nonclinical leadership skills.
- Support Scholars' plans to develop the capabilities required to lead their organizations and to advance the field of hospice and palliative medicine.
- Identify emerging leaders who are physicians committed to improving access to, knowledge about, and quality of palliative care.

### Program Benefits

- A two-year individualized leadership and career development plan to catalyze and enhance the AAHPM Scholar's emergence and effectiveness as a leader.
- Participation as a member of the AAHPM Scholars community of peers.
- Funds to cover educational conference and course fees, travel support, career development assessments and coaching services, and professional development materials. Scholars are responsible for customizing their training agenda to meet their individual learning and engagement needs.

### Eligibility

- Applicants must demonstrate a clear commitment to hospice and/or palliative care and leadership development.
- Applicants must be AAHPM physician members.
- Applicants must be physicians who are board certified in hospice and palliative medicine and/or hospice medical director certified.
- Applicants must not be a current recipient of a career development award at the time of initial AAHPM Leadership Scholars funding (eg, AAHPM Access Fund, NIH K-Award, VA career award, National Palliative Care Research Center, Sojourn Scholars, or other funded career award).
- AAHPM Leadership Scholars who complete the required documentation at the end of the first award year will be eligible to request a second year of funding support (\$2,500).

### Application Process

- Intent to apply - For planning purposes only, please email Dawn Levreau at [dlevreau@aahpm.org](mailto:dlevreau@aahpm.org) with the subject line "AAHPM Leadership Scholars" **by September 15, 2019** with your intent to submit a scholarship application.
- Download the Scholarship Application.

- Download the Scholars Fund Application Checklist.
- Scholarship applications including required attachments are **due by September 30 at 4 pm CT**.
- All applications must be submitted electronically to [dlevreau@aahpm.org](mailto:dlevreau@aahpm.org). Paper applications will not be accepted.

#### **Required Attachments**

- A signed checklist of items required in the application and a commitment to complete an annual self-assessment (at the end of each award year) on the impact of the leadership engagement experiences and progress in attaining stated goals.
- A current CV.
- One letter of support to:
  - describe the applicant's work ethic and strong commitment to the field;
  - demonstrate experience that the applicant will see through his/her proposed leadership and career development plan.
- Application, including personal statement and proposed leadership and career development plan.

#### **Evaluation Criteria**

The AAHPM Leadership and Career Development Committee will review all applications and make final selections. Factors for consideration in the evaluation process include all of the following:

- Strength of the personal statement.
- A two-year plan focused on personal leadership development.
- Commitment to further develop three AAHPM leadership core competencies.
- Defined educational and/or coaching experiences.
- Expected outcomes as a result of the additional training and development.

#### **Staff Contact Information**

- For questions please contact Dawn Levreau, [dlevreau@aahpm.org](mailto:dlevreau@aahpm.org) or by telephone at 847-375-6408.

# AAHPM Leadership Scholars Fund 2020 Application



## APPLICATION

Please answer the following questions and stay within page restrictions. Applications must be written in Calibri 12 point font using one inch margins and single space and submitted as a Word document. Applications will not be accepted in any other form. When completed please email application and required attachments to [dlevreau@aahpm.org](mailto:dlevreau@aahpm.org).

### 1. A personal statement that:

- Describes your personal and professional interest in being a leader in the field of hospice and palliative medicine.
- Discusses reasons for seeking a leadership award at this time and include the level of need for hospice and palliative medicine leadership in your area.
  - Be sure to relate this to your present leadership role(s).
  - Describe how this scholarship would advance your skills, confidence, and ability to impact others. Descriptions can include skill enhancement sought from this grant to address current challenges in your leadership work.
- Shares your vision for the future of your career and the field of hospice and palliative medicine. Be sure to consider relevant past experience and current commitments to this area.

**(850 words or less)**

### 2. Proposed Leadership and Career Development Plan: Please provide your detailed plan for leadership and career development during the two-year AAHPM Leadership Scholars Award period including:

Leadership Scholars Award period including:

- a. Identification of three (3) **AAHPM leadership core competencies** (listed below) you intend to further develop with support of the funds. For each competency, describe your two-year detailed plan, including why and how each is important to your career development. If applicable, include your vision on the impact this might have upon the hospice and palliative medicine field;
  - i. interpersonal skills
  - ii. communications skills
  - iii. professional ethics
  - iv. clinical excellence
  - v. ability to convey a clear, compelling vision
  - vi. continuous learning and improvement
  - vii. system-based decision making and problem solving
    1. ability to build coalitions of support for change
    2. ability to address the needs of multiple stakeholders
  - viii. financial acumen and resource management

- ix. social responsibility
- b. what kinds of educational and coaching experiences would you participate in with these funds (*AAHPM offers many engagement opportunities including the AAHPM Leadership Forum, [click here to read more](#)*);
- c. what are you using as your measure of success to show that the grant funding led to leadership growth?

Funds to cover educational conference and course fees, travel support, career development assessments and coaching services, and professional development materials. Scholars are responsible for customizing their training agenda to meet their individual learning and engagement needs.

**(850 words or less)**

**Required Attachments along with Application**

- Signed Application Checklist and a commitment to complete an annual self-assessment (at the end of each award year) on the impact of the leadership engagement experiences and progress in attaining stated goals, as well as a commitment to maintain an active AAHPM membership status during the scholarship award period.
- A current CV.
- A letter of support describing the applicant's experience with and potential for leadership.