Logo, company name

Description automatically generated

**Call for Applications - FLEX**

**CWRU School of Medicine Office of the Dean, Women Faculty School of Medicine, and Office of Faculty Development are announcing their 13th Annual Call for Applications for the FLEX Leadership Development Program for Women Faculty of the School of Medicine.**

**Applications are due on Wednesday, August 28, 2024 at 5:00pm.**

**FLEX is a year-long experiential professional development program for women who are emerging or current leaders.**

**Goals of the program are to increase the number of women in leadership positions and empower women to pursue career opportunities with national and international presence.**

**All CWRU School of Medicine affiliated women faculty are eligible.**

**For specific information on eligibility or details on the program, please feel free to contact Susan Freimark (Director of Faculty Development, SOM) at** [sbf@case.edu](mailto:sbf@case.edu)**.**

***Note: For those who fit criteria and eligibility for FLEX and are selected, CWRU SOM will subsidize a portion of the cost of the program for participants. The cost for participants will be $2,500 for the entire year, consisting of 5 days of workshops, relevant reading materials, and interactive sessions and individualized coaching. This program qualifies for CMEs.***

## Q: Who is eligible?

A: Women who hold a faculty appointment at Case Western Reserve University School of Medicine are eligible for FLEX training.

## Q: How do I apply?

*Please submit your candidacy and accompanying materials through the online application which can be found at* [*https://redcap.link/cduhhnxk*](https://redcap.link/cduhhnxk)

**Please submit the following three (3) documents as PDF files to your application in REDCap:**

1. **Letter of Support from Chairman or Division Chief**: *The letter must contain a commitment to allow the applicant time off from regular duties and assignments to attend the mandatory meetings and coaching sessions. These will include five (5) full-day sessions, plus two (2) one-hour individual coaching sessions.*
2. **Letter of Intent:** *Please provide a brief synopsis of how you believe FLEX will benefit you, why you have chosen to apply now, and how participation in the program might benefit your department or school.*
3. **A current copy of your Curriculum Vitae**

***A note about applications:*** *We are looking for applicants to provide thoughtful, personal responses about your own experiences. Our questions are designed to help show applicants’ motivation for being in the program, level of commitment to the university, and communication skills. We do not intend to share information with your Chair, Chief, or Dean. All application materials will be available to the review committee in order to select participants. The information in the electronic application form will be aggregated and de-identified before the program coaches and program leaders will have access to it. The program coaches will assess the information to tailor the curriculum to fit the unique needs of each class.  FLEX leadership will use anonymous information to report on the status of women faculty at the School of Medicine, but all identities will remain confidential. Your career plan will be yours to adapt and refine as the program progresses.*

## Q: What is the cost?

A: For those who fit the criteria and eligibility for FLEX and are selected, CWRU SOM will subsidize the cost of the program for participants. **The tuition cost to participants is $2500** for the program, comprising approximately 5 days of workshops, relevant reading materials, and interactive sessions.

## Q: What does Chair Sponsorship mean?

A: In the application process, you must provide a letter from your Chairman or Division Chief allowing you the time off from regular duties and assignments to attend mandatory classes and coaching sessions.

## Q: What is a vision statement?

A: The optimal desired future state - the mental picture - of what you want to achieve over time; it provides guidance and inspiration as to what you are focused on achieving in five, ten, or more years.

**Class Schedule**

**Session I: Articulating Who You Are as a Professional**

November 20, 2024, 8:30am – 4:00pm

* Values, Vision and Mission Statement
* Defining Success
* Finding Comfort with Risk

**Session II: Emotional Intelligence, Leadership Lessons, Gender Role Expectations and Gender Stereotype Threats**

January 22, 2025, 8:30am-4:00pm

* Facilitated by Dr. Diana Bilimoria

**Session III: Executive Presence**

February 19, 2025, 8:30am-4:00pm

* Facilitated by Karla Wludyga and Dr. Beckett Broh

**Session IV: Negotiation and Difficult Conversations**

March 19. 2025, 8:30am-4:00pm

* Facilitated by Dr. Scott Allen

**Session V: Charting Your Path Forward**

April 16, 2025, 8:301m-4:00pm

* Facilitated by Dr. Ellen Van Oosten