

Evaluating Leadership Development for Women Faculty in Academic Medicine

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BACKGROUND: There are very few women in the top positions at academic medical schools (e.g. only 18% are chairs). The FLEX Leadership Development Program was designed to change that. We did a mixed-methods outcome evaluation.

- TAKE HOME:
- 1. FLEX is a highly successful leadership development program, preparing both junior and senior faculty to advance their careers.
 - 2. This evaluation provides a framework for evaluating professional development to help address the underrepresentation of women in leadership.

METHODS

We addressed three overarching questions...

Do FLEX Participants:

- 1. Develop leadership self-confidence?
- 2. Achieve their leadership goals?
- 3. Achieve leadership positions?

Key outcomes:

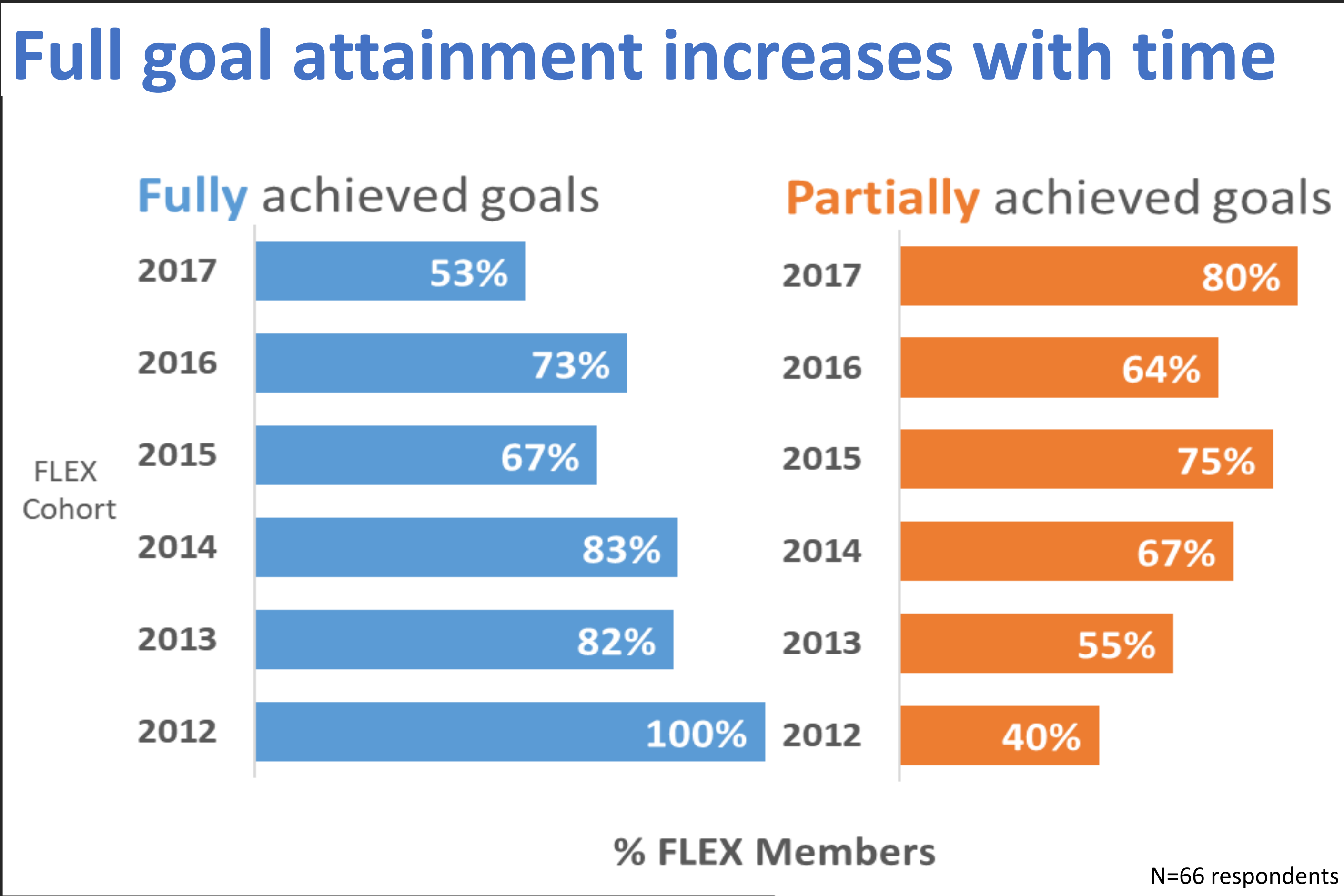
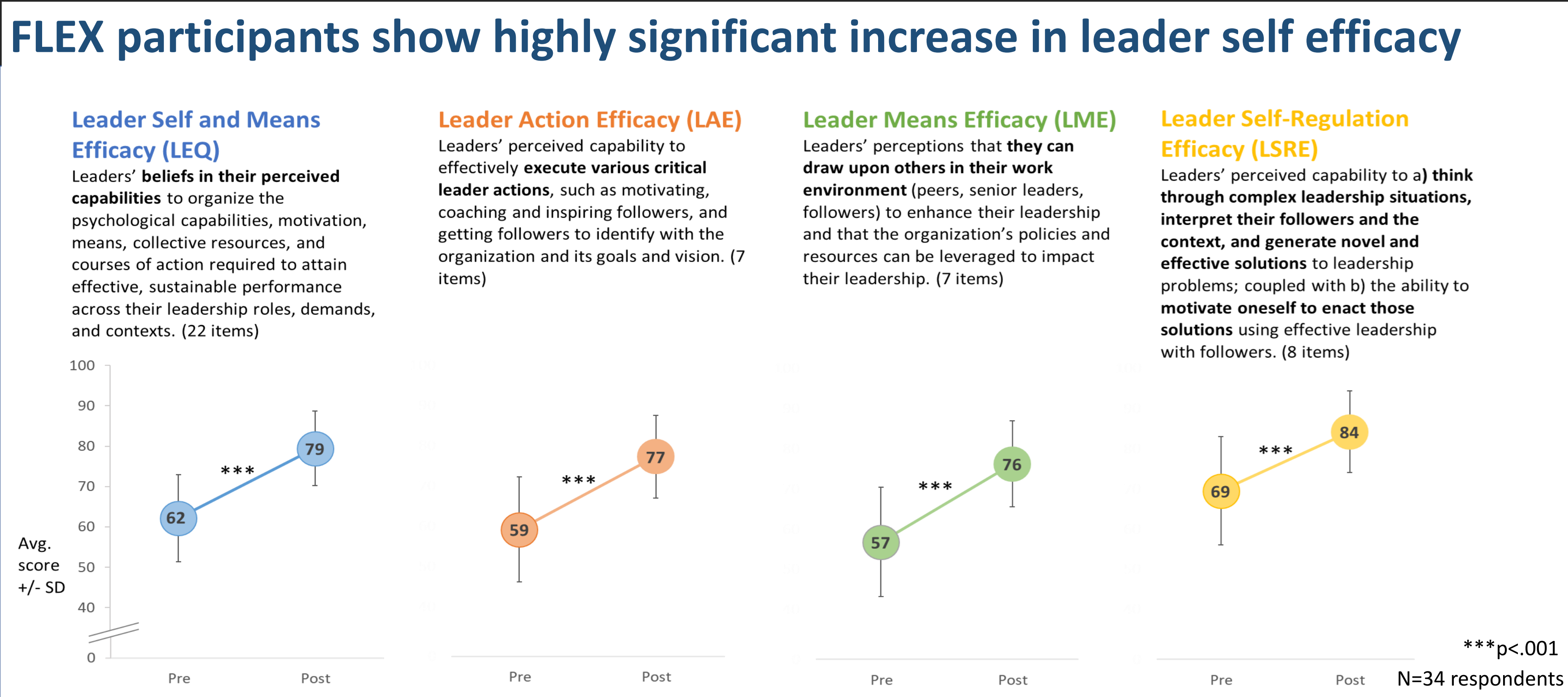
- leadership self-efficacy
- goal attainment
- identifying career priorities
- giving back as mentors
- representation in leadership positions

ADDITIONAL RESULTS

- FLEX graduates show significant increases in leadership self-efficacy which *persisted up to 1 year* after completing the program.
- 97% of FLEX graduates mentor other women
- Sixty-three FLEX members participated in executive career coaching, which helped them identify career priorities (57%) and develop plans for their future career development (42%)

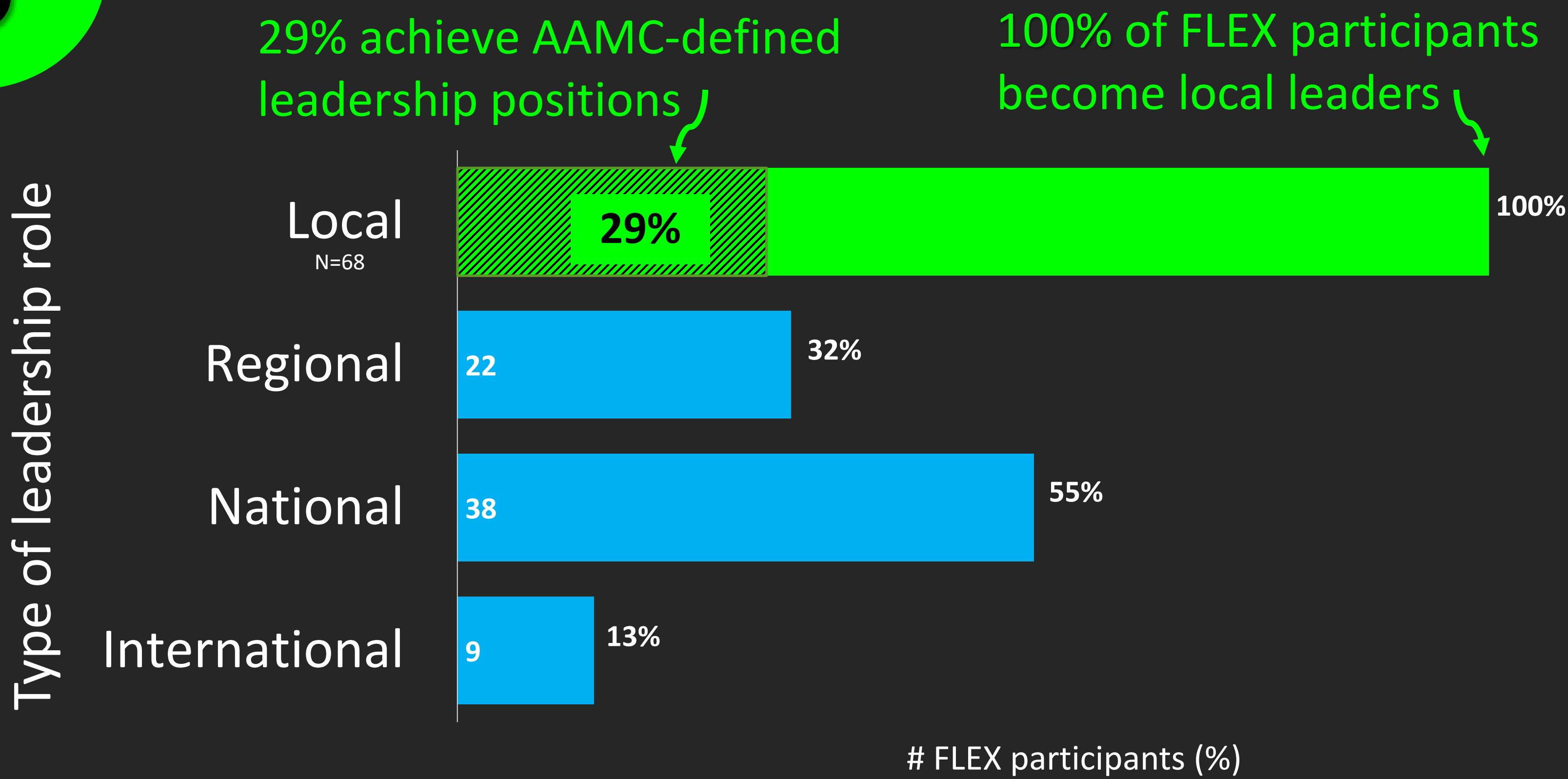
Does the FLEX Leadership Program *work*? Do participants:

1 Develop Leadership self-confidence? YES



2 Achieve their personal goals? YES

3 Become leaders? YES



Other aspects of the evaluation I'd e happy to discuss (please see the QR code or contact clara.pelfrey@case.edu)

- 1. Literature Review
- 2. Stakeholder Interviews
- 3. Development of a Logic Model
- 4. Design of the Evaluation
- 5. Selection of Data Sources
- 6. Survey Design
- 7. IRB Protocol
- 8. Participant interviews
- 9. Pitfalls
- 10. Tips & Tricks

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REFERENCES

1 Women in U.S. Academic Medicine and Science: Statistics and Benchmarking Report 2011-2012. AAMC.

2 Hannah, S., Avolio, B. J., Chan, A., & Walumbwa, F. (2012). Leader self and means efficacy: A multi-component approach. Organizational Behavior and Human Decision Processes, 118, 143-161.