

## **2021 MHS FEMALE PHYSICIAN LEADERSHIP COURSE**



**COURSE DATES:** 03-06 MAY 2021

**LOCATION:** Virtual Platform

**NOMINATION DEADLINE:** COB 22 JAN 2021

**Background:** Previous reviews—to include a 2008 study chartered by Dr. Casscells ASD/HA, demonstrated a relative paucity of senior, female physician leaders (O-6 & above) within the MHS. While the causes are complex and multi-factorial, decreased promotion at the more senior levels and lower retention rates were noted as contributory factors. Leadership programs aimed at deliberately developing women leaders have proven successful in other venues, as it is known that women often experience unique challenges and opportunities in this arena. As a result, the MHS is committed to the deliberate development and mentorship of emerging female physician leaders, and assisting them in acquiring the critical skills and networks needed to be successful both in the near term and at more senior levels.

**Objective:** Provide an interactive leadership development opportunity targeted at emerging and prospective mid-level female physician-leaders in the MHS. In addition to addressing many of the 40 Core Competencies, specific goals of this course include:

- Provide women with a greater understanding of leadership opportunities within their respective services and within the MHS.
- Deliberate development and strengthening of military-medical leadership skills.
- Emphasize the value of mentoring (whether receiving or providing mentoring to others) and networking as a component to sustainable success and culture change.
- Provide assistance with working toward a work-life balance and prevent burn-out.
- Introduce emerging leaders to the mechanics of Performance Based Management and effective Project Management
- Identify emerging female physician leaders and equip them with the tools to be successful leaders in military medicine

**Target Audience:** MHS female physicians at the O-4-select, O-4, or junior O-5 levels with <2 years Time in Grade

**Format:** A 3 day **virtual** course focusing on leadership development in the MHS.

**Nomination/Selection Process:** Submit the Nomination Form (included in this email) including Commanding Officer's attestation, Candidate Statement, and Nominee's CV to your Service's FPLC Representative:

Air Force: Maj Jasmine Brock (jasmine.l.brock.mil@mail.mil)

Army: COL Dana Nguyen (dana.nguyen@usuhs.edu)

Navy: CDR Wendy Arnold (wendy.a.arnold4.mil@mail.mil)

**\*If selected, no-cost TDY orders must be issued by the command.**

**Participant Breakdown:**

- Army/Navy/Air Force – 40 selectees each. PHS/CG – 6 selectees.
- National Guard/Reserve members are also eligible: selectees to be determined per each Service.
- Services need to consider all eligible physicians to include those working in nontraditional roles and in NCR/other Service MTFs. Non-physicians are not eligible due to limited seating.
- **FUNDING SOURCE:** N/A (no-cost TDY orders issued given virtual platform)

Please contact your FPLC Service Representative (listed above) with any questions.

## 2021 MHS Female Physician Leadership Course Nomination Form

Name/Rank/Service of Nominee: \_\_\_\_\_

Current Position/Duty Station: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Clinical Medicine Discipline: \_\_\_\_\_

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Commander Attestation:

I attest the nominee meets all service standards and has at least one year of service remaining.

I support nominee in completion of course requirements.

Name of MTF Commander: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

MTF Commander Signature:

\_\_\_\_\_

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Candidate Statement: Please describe (in 250 words or less) the leadership potential for this nominee and why she should be selected. The scoring will be based on the following criteria:

1. Demonstrated leadership – prior/current leadership roles and accomplishments in these roles.
2. Potential for leadership – projected roles/assignments, leadership in specialty organizations, etc.
3. Potential for military leadership (i.e., prior line service, military schools, below the zone promotions, joint/unique assignments)

Required additional supporting document: Nominee Curriculum Vitae (CV)

If multiple nominations are being submitted from a single MTF, the MTF/CC is welcome to provide a rank order list to help guide the selection committee. However, ultimate selection will be merit based as determined by the selection committee.

A complete nomination package will include:

- (1) Nomination Form (including the Commander's signed attestation)
- (2) Candidate Statement
- (3) Nominee's CV

Please direct any questions and submit your nomination package to your FPLC Service Representative listed below. Submit package as a single PDF by **COB 22 JAN 2021**.

FPLC Service Representatives:

Air Force: Maj Jasmine Brock (jasmine.l.brock.mil@mail.mil)

Army: COL Dana Nguyen (301-295-3632; dana.nguyen@usuhs.edu)

Navy: CDR Wendy Arnold (wendy.a.arnold4.mil@mail.mil)

Public Health Service: CDR Maria De Arman (Maria.D.DeArman@uscg.mil)