

2022 MHS FEMALE PHYSICIAN LEADERSHIP COURSE



COURSE DATES: 02-04 MAY 2022

LOCATION: Virtual Platform

NOMINATION PACKET DEADLINE: 15 FEB 2022

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. Non-physicians are not eligible due to limited seating.

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

Nomination/Selection Process: Submit the Nomination Form (included below) including Commanding Officer's attestation, Nomination Letter, and Nominee's CV by uploading the complete packet as a **single pdf** to the following website: <https://forms.osi.apps.mil/r/dOfgmnYk2p> (Note: Edge is the preferred browser and this does require signing in to your DoD Office 365 account from a CAC-enabled computer. Please name your file as Service.Lname.Fname.FPLC22). If unable to access the website, nomination packets can be sent to your Service's FPLC Representative, although the website is preferred. In particular, personnel without a DoD365 account, including USPHS members, may not be able to use the website.

Air Force: Lt Col Renée Matos (usarmy.jbsa.medcom-bamc.mbx.fplc-af@mail.mil)

Army: LTC Ana Elizabeth Markelz (usarmy.jbsa.medcom-bamc.mbx.fplc-army@mail.mil)

Navy: CAPT Diana Fu (diana.c.fu@mail.mil)

USPHS: CAPT Rochelle Nolte (Rochelle.m.nolte@uscg.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.



2022 MHS Female Physician Leadership Course Nomination Form

Name: _____ Rank: _____ Service of Nominee: _____
Current Position: _____ Duty Station: _____
Phone: _____ Email: _____
Clinical Medicine Discipline: _____

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 Commander: _____

Phone: _____ Email: _____

Commander Signature: _____

Nomination Letter: This can be written as a direct supervisor or whoever knows the candidate best. 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 will be 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) Nomination Letter
- (3) Nominee's CV

Please direct any questions to your FPLC Service Representative listed below. Submit package as a single PDF using a file name of *Service.Lname.Fname.FPLC22* uploaded to the following website: <https://forms.osi.apps.mil/r/d0fgmnYk2p> (Note: Edge browser preferred) no later than **15 FEB 2022**.

FPLC Service Representatives:

Air Force: Lt Col Renée Matos (usarmy.jbsa.medcom-bamc.mbx.fplc-af@mail.mil)

Army: LTC Ana Elizabeth Markelz (usarmy.jbsa.medcom-bamc.mbx.fplc-army@mail.mil)

Navy: CAPT Diana Fu (diana.c.fu.mil@mail.mil)

USPHS: CAPT Rochelle Nolte (Rochelle.m.nolte@uscg.mil)