



## ADFM LEADS: Leadership Education for Academic Development and Success

### Application

We are currently seeking applications for our 2026–2027 ADFM LEADS Fellowship Program.

The ADFM LEADS Fellowship Program is designed for those who aspire to become a senior leader in academic medicine or an academically affiliated health system (e.g. department chair, service line leader, associate dean, vice chair) – and for those who are interested in learning more about whether these positions would be a good fit.

The goal of the fellowship is to train pluripotent leaders with the skills/understanding of a high-level leadership position and would also be competitive for other leadership positions beyond the scope of their current role within an academic medical center or an academic-affiliated health system. It is complementary to other programs, while offering unique training, with an intent to provide high-level leaders for the discipline.

Key design features include weekly Zoom meetings (for interactive webinars, journal club, and project check-ins), two in-depth, in-person workshops; an individually designed project emphasizing an area of professional development; two ADFM national meetings; and mentoring by senior faculty members. The intensive nature of the fellowship supports relationship building and peer mentoring among the fellows. Another key component is a strong and supportive relationship between the fellow and their sponsoring Department Chair or senior leader, which serves as a foundation for professional growth by helping to identify and develop leadership skills while facilitating—not overseeing—the fellow’s LEADS project.

For more details on the program overview, eligibility requirements and fees – please visit our site: <https://adfm.org/programs/leads-fellowship/> or reach out to JoBeth Hamon (jhamon@adfm.org).

### Application details:

The application deadline is **June 9, 2025**. Applications must be submitted in English, and participating fellows are expected to be fluent in English. We will not review applications that are not complete, and we will not review applications received after June 9. ADFM reserves the right to issue a second Call for Applications if we do not achieve capacity after the first Call for Applications.

In order to complete an applications, submit:

1. The application form: you complete, including brief personal essays, project proposal and current CV/resume. ([Submit Here](#))
2. The nominator form: completed by your nominator (within or outside your institution – may be your supervisor or not). ([Submit Here](#))
3. The time/financial commitment form: completed by your supervisor (commonly department chair). ([Submit Here](#))

*We are including the application areas below for your convenience as you work on your application. Materials MUST BE SUBMITTED via the form link above to be considered complete. If you cannot access Google forms to submit, please reach out and we can work to get your materials in.*

1. First Name:
2. Last Name:
3. Email Address:
4. Cell phone:

#### Application 1/5 – personal essays

*Please note the max word count for each of the following 8 prompts varies.*

1. Provide specifics on your leadership experience within the Family Medicine mission areas, such as education, research, clinical practice, community, and administration (500 words max).
2. Describe the range of responsibilities in your current position including those activities, operations and functions for which you are directly responsible (500 words max).
3. Describe your 5 year career goals. Be as specific as possible (500 words max).

4. How will participating in the LEADS program help you achieve these goals? (350 words max)
  
5. What do you view as the single greatest issue facing your institution? (250 words max)
  
- 5a. What innovative approaches are you taking to meet this challenge? (250 words max)
  
6. Describe your personal philosophy/definition of effective leadership and how does it apply to your professional role? (325 words max)
  
7. Describe a professional situation in which you took a leadership role (200 words max).
  
- 7a) In what ways were you effective? (200 words max)
  
- 7b) In what ways were you not effective? (200 words max)

7c) What did you learn from this experience? (200 words max)

8. Provide a statement on your experience with diversity, equity and inclusion and what it means to you (500 words max).

### Application 2/5- project proposal

1. Project title
2. Please provide a 2–3 sentence description of your proposed LEADS Fellowship project.
3. Please provide 2–3 objectives for what you hope to achieve and learn through your project. Note that we strongly encourage at least one objective to address an area for professional growth from the Leadership Competencies for Family Medicine Department Chairs (though final project objectives may change after competencies assessment and discussion with fellowship advisors and/or supporting department chair). Link to document:  
[https://www.adfm.org/media/2189/adfm-competencies-for-chairs\\_3-8-22.pdf](https://www.adfm.org/media/2189/adfm-competencies-for-chairs_3-8-22.pdf)

### Application 3/5 - CV/Resume

1. Please attach your CV/resume to the application form.

#### Application review process

Applications will be reviewed by the ADFM LEADS Oversight Committee. We anticipate notifying all applicants by early October regarding acceptance into the 2026–2027 Program.

### Application 4/5 - Background & Demographics

5. Institution:
6. Position title:
7. Credentials (Degrees):
8. Please select your ethnicity:
  - Hispanic or Latinx
  - Not Hispanic or Latinx
  - Prefer not to say
9. Please select your racial identity. Please select all that apply.
  - White
  - Black or African American
  - American Indian or Alaska Native (option to specify below)
  - Asian (option to specify below)

- Native Hawaiian or Pacific Islander
- Prefer not to say

10. Other – fill in the blank

11. Please select your gender identity.

- Female
- Male
- Non-binary
- Other
- Prefer not to say

12. Do you identify as LGBTQIA+?

- Yes
- No
- Prefer not to say

13. Are you a person with a disability?

- Yes
- No
- Prefer not to say

14. Please select your family college history.

- One or both of my parents (or whoever raised me) graduated from college
- Neither of my parents (or whoever raised me) graduated from college
- Prefer not to say

15. Please select your immigration status.

- I am an immigrant (first generation)
- One or both of my parents were/are immigrants (second generation)
- My grandparents were immigrants (third generation)
- Prefer not to say

16. Did you grow up in a rural setting?

- Yes
- No
- Prefer not to say

17. If so, where?

18. Is the institution where you are currently employed any of the following? (Select all that apply or skip)

- A Historically Black College or University (HBCU)
- In a rural setting or have a rural-serving mission
- In an urban underserved area/have an urban underserved mission
- Prefer not to say

19. Please briefly describe if you're underrepresented in medicine in a way that's not mentioned above.

### Application 5/5 – Scholarship

A specific intent of the LEADS fellowship is to create a pool of family medicine leaders historically underrepresented in senior academic leadership positions from diverse backgrounds and with diverse experiences. ADFM has received funding from the ABFM–Foundation to offset the cost of the tuition up to \$5,000 for up to 4 applicants, earmarked for those who might otherwise be unable to participate due to institutional or personal financial challenges and prioritizing those who are historically underrepresented in leadership in medicine including considerations of gender, race, ethnicity and rurality.

1. Are you interested in being considered for a scholarship?
2. Please describe the barriers that a scholarship would reduce and why a partial scholarship would help your ability to participate in the LEADS fellowship. (500 words max)