ACADEMIC MEDICINE LEADERSHIP ACADEMY

AAPS Academic Medicine Leadership Academy

Cohort #2: 2027-2028

Academy Description

The Academic Medicine Leadership Academy is a content-rich, time-intensive, year-long leadership development program designed to cultivate the next generation of visionary leaders in academic plastic surgery. This intensive, cohort-based experience blends evidence-informed curriculum with practical, immersive learning—both in-person and virtual—to empower early- and mid-career faculty seeking to expand their leadership impact.

Participants engage in four dynamic, two-day in-person sessions, complemented by ongoing assignments throughout the year, virtual learning sessions and recitations (several times per month), and small cohort-based collaboration groups of approximately 4–5 scholars. Each participant is paired with a senior Association mentor/coach who has held, or currently holds, significant leadership roles in organized plastic surgery, fostering meaningful professional development and lasting relationships.

More than a course, the Academy is a launchpad—a lifelong leadership learning community committed to shaping the future of academic medicine.

Following the successful launch of the inaugural cohort in 2026–2027, the **second cohort** will begin at the 2027 Association Annual Meeting in Washington, DC, and conclude with a capstone celebration at the 2028 Association Annual Meeting in San Francisco. Applicants, along with their Division Chiefs or Department Chairs, must sign an attestation committing to attendance at all four in-person sessions and confirming that the participant will have the institutional support, protected time, and resources necessary to fully engage in every aspect of this transformative leadership experience.

Feedback from Cohort #1

"Content was engaging, informative, and concentrated."
"Well organized both academically and logistically!"
"Review of the Negotiation styles tool was super high value."
"I think this is a great course and very supportive!"

Curriculum:

1-year, cohort-based, leadership program (12 modules)
Modules co-taught with AAPS Leaders and content expert/University Professors
Entire course (12 mods) spread over 4 in-person sessions (1.5 days each session)

Mods 1-3:	AAPS meeting	(May 14-15, 2027 Washington, D.C)
Mods 4-6:	ASPS meeting	(September 16-17, 2027 Baltimore, MD)
Mods 7-9:	ACEPS meeting	(February 3-4, 2028 Charlotte, NC)
Mods 10-12:	AAPS meeting	(April 28-29, 2028 San Francisco, CA)

Each of 4 in-person modules/sessions = 1.5 days long of didactic programing
- Day 1: travel in AM, afternoon 4-hour didactic session with dinner to follow
- Day 2: breakfast, morning 4-hour didactic session, lunch, afternoon 3-hour didactic session

Each Module includes: pre-session reading, in-person 4-hour didactic, post session ZOOM

In between the inperson modules/sessions, there are scheduled additional evening virtual meetings/recitations (ZOOM) (several times per month) to review content, assessments, projects

Participants:

Competitive application process: July-August 2026
Notification of acceptance: September 2026
AAPS members for $1000 registration fee | $5,000 registration fee for Non-Members
New members who have differentiated into future leaders in academic medicine
Annual cohort target: 25 participants
Attendees paired with an AAPS Mentor = senior leaders and Academy faculty
Intention for the cohort to remain engaged and serve as an ongoing network
Signed attestation committing to attend all 4 in-person sessions

Academy Course Directors:

Joe Losee (Chair), Peter Rubin, Michele Manahan, Justin Sacks, David Song, L. Scott Levin, Bernie Lee, Bob Weber, Paul Cederna, David Brown, Franklyn Cladis, Steve Kasten, Vu Nguyen

Course Overview:

Course Thematic Overview:

Understanding and Managing Self: Mods 1, 2, 3
Appreciating and Managing Others: Mods 4, 5, 6/7, 8
Learning and Managing the Business: Mods 9, 10, 11, 12

AAPS Meeting 2027: Mods 1-3

1. Science of Leadership
2. Effective Communications and Negotiations
3. Coaching Skills for Leaders

ASPS Meeting 2027: Mods 4-6

4. Research Fundamentals
5. Science and Scholarship of Education: Mini-Masters Med Ed
6. Business of Medicine Mini-MBA: I

ACEPS Meeting 2028: Mods 7-9

7. Business of Medicine Mini-MBA: II
8. HR/Faculty Development in AMC
9. Supply Chain and Quality Outcomes

AAPS Meeting 2028: Mods 10-12

10. Strategy and AI
11. Health Insurance and Funding US Health Care System
12. Workings of an Academic Health System and Medical School

Topics Covered:

- Leadership Personality
- Shared/Servant Leadership
- Psychological Safety and Emotional Intelligence
- Leaders vs. Managers
- Teaming: Leading People
- Organizational Behavior and Culture
- Conflict resolution and Mediation
- Crucial Conversations
- Coaching Skills for Leaders
- Research Fundamentals
- Curriculum development
- Learner Assessment
- Giving meaningful Feedback
- Curriculum and Program Assessment
- Accounting Fundamentals
- Financial Statements
- Budgeting and Budget Cycle
- Cost Accounting/Strategic Cost Management
- Variable/Fixed Costs
- Cost Allocation
- Cost Volume Profit Analysis
- HR law
- Recruitment/Hiring/Firing
- Faculty Development
- Performance Improvement Plans
- Bullying/Harassment/Hostile work environments
- Philanthropy/Fund raising/Development: Resource acquisition for all missions
- Supply Chain and Quality Outcomes
- Total Quality Management
- Value Based Medicine
- Strategy and Negotiations
- Strategic Value
- Reverse Mentoring: Mentoring Your Boss
- Change Management
- Workings of an Academic Health System and Medical School
- A/P/Tenure
- Alternative Scholarship
- Government Affairs/Advocacy/Policy
- Operations Management
- Health IT and AI
- Health Insurance and Funding US Health Care System
- History of Health Insurance
- Cost US Healthcare System
- Reimbursement Models
- Public Insurance and Private Insurance
- Healthcare Reform