

Council of Deans Fellowship Program 2025-2026

The AAMC Council of Deans (COD) is pleased to announce that the [COD Fellowship Program](#) is accepting applications. The COD Fellowship Program is intended to enhance the development of future leaders in academic medicine. We are seeking applicants from diverse backgrounds, including but not limited to individual demographics, academic discipline, institutional position, institution type, and geographic location.

The 2025-2026 COD Fellowship Program requires a part-time commitment of Fellows during the academic year and encompasses *four components*:

- **Dean mentoring:** This includes at least two visits, each up to one week in duration, to the medical schools of two dean mentors. During these visits, Fellows gain insight into deans' leadership and organizational styles and the operations of deans' offices.

Fellows will be paired with dean mentors who serve at schools other than their home institutions and should anticipate exposure to schools with diverse structures and missions. While we cannot guarantee specific dean mentor assignments, we will factor professional interests and geographic location into mentoring assignments when possible.

In-person engagements with dean mentors, along with attendance and networking at COD meetings, are cornerstones of the COD Fellowship Program. Recognizing local conditions and institutional policies may vary throughout the year, we defer to the preferences and institutional policies of the individual mentor and Fellow in deciding whether to conduct in-person site visits.

- **Participation in COD meetings:** Fellows participate in COD and COD Administrative Board meetings to learn about the council's strategic goals and activities. This includes the COD Spring Meeting, COD programming at the AAMC Annual Meeting, and additional meetings at regular intervals, both virtual and in person.
- **Participation in the Executive Development Seminar for Deans:** The Executive Development Seminar for Deans is designed for new permanent, interim, or acting deans and is intended to quickly orient the newly appointed dean to the responsibilities that are integral to this key leadership position. Participants learn from national experts and problem-solve current issues at their institutions.
- **Completion of a Leadership Project:** The COD Fellowship Program provides Fellows with the opportunity to identify gaps in their professional experience, knowledge, and skills, that, if bridged, could better prepare them for serving as dean of a medical school. The [Leadership Project](#) requires each Fellow to identify a gap in professional knowledge and/or experience related to the dean's role and to coordinate specific experiences (within and in addition to the program components) to bridge this gap.

During the Fellowship year, each Fellow will develop and implement plans to address the knowledge/experience gap and achieve intended outcomes. Fellows will describe their projects in a virtual presentation to the COD.

Eligibility:

The Fellowship is designed for senior faculty members, including department chairs and assistant, associate, and vice deans, who are interested in being ***considered for deanships*** in the near future (i.e., the next two to four years). (***Note:*** The program is not intended for candidates currently under active consideration for appointment to a deanship.)

Financial support:

The cost of participation in the program is the responsibility of the Fellow's home institution. If you are accepted to the program, you must participate fully in the meetings below. These opportunities are limited to the year you are a COD Fellow.

Below is a snapshot of costs related to the current 2024-2025 COD Fellowship Program to help you estimate the financial commitment. ***Note:*** Registration fees for meetings during the 2025-2026 program may differ from those below.

Snapshot – Costs related to the 2024-2025 COD Fellowship Program:

Meeting/Programming	2024-2025 Snapshot of Registration and Associated Expenses	2025-2026 Dates	2025-2026 Location
COD Administrative Board Meeting	Travel and lodging for in-person meetings No fees associated with virtual participation	Each Fellow may participate in <u>one</u> Administrative Board meeting, either virtually or in person, and may choose between the following offerings (dates to be confirmed): -December 2025 -June 2026	Virtual or in-person in Washington, DC
Learn Serve Lead 2025: The AAMC Annual Meeting	Travel, lodging, and registration Registration fee for Learn Serve Lead 2024: \$1,650	November 1-5, 2025	In-person meeting, San Antonio, TX
2026 Executive Development Seminar for Deans (EDD)	Travel, lodging, and registration Registration fee for 2025 EDD: \$3,650	January or February 2026 (dates to be confirmed)	In-person meeting, Washington, DC
2026 COD Spring Meeting	Travel, lodging, and registration Registration fee for 2025 Align Meeting (i.e., COD and CAHSE joint spring meeting): \$2,250 (early bird), \$2,600 (standard)	March or April 2026 (dates to be confirmed)	In-person meeting, location to be determined

Site visits with dean mentors	Travel, lodging, and meals for two site visits at mentors' institutions (each up to one week long)	Visits are scheduled between the Fellow and dean mentors and can occur anytime during the program	Varies with dean mentor assignments
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Application process:

The application process will open on January 29, 2025, and close on February 14, 2025.

Please address applications to:

Dr. Lawrence Chin

Chair, COD Fellowship Committee

Dean, Norton College of Medicine

State University of New York Upstate Medical University Alan and Marlene Norton College of Medicine

An application contains the following three items:

- A cover letter addressing:
 - Reasons for the applicant's interest in the program, including a statement of career goals
 - Response to the following prompt – "How will your experience and/or background contribute to the diversity (in its broadest sense) of perspective you would bring to the COD Fellowship Program if selected?"
- A curriculum vitae
- A letter of support from the applicant's dean*

**If we receive more than one application from any one school, the dean will be asked to nominate a single candidate.*

Applications must be emailed as a PDF attachment to CODFellowship@aamc.org by the deadline (**February 14, 2025**). A member of the COD program team will confirm receipt of your application.

The selection committee, composed of a diverse subset of COD members, is charged with identifying applicants who have demonstrated significant preparation for leadership as dean and who will benefit most from participation in the program. The committee is dedicated to composing a cohort of Fellows that represents diversity across multiple dimensions and considers a range of criteria in their deliberations, including but not limited to strength of the application materials, evidence that the individual is developing the requisite capabilities to serve effectively as dean, and alignment of experience with career goals and interests.

For additional information, please contact: CODFellowship@aamc.org