



Healthcare Leadership Academy

UAB
THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM

The Healthcare Leadership Academy (HLA) is founded on the premise that the future of academic health systems will be led and managed by clinicians and executives who operate at the frontiers of medicine and possess the leadership skills required to guide their organization into an increasingly complex future. The purpose of the HLA is to provide a cohesive and comprehensive program that offers training opportunities and helps develop essential skills for leaders in the 21st century academic medical center. In part, this will be accomplished by providing present and future leaders with a broader understanding of the responsibilities as leaders, new perspective on critical leadership and managerial issues they face, and a deeper understanding and awareness of concepts and techniques relevant to management.

OBJECTIVES:

- ❖ Identify and develop future leaders of UAB Medicine and the Academic Medical Center (AMC21);
- ❖ Enhance and expand participants' leadership abilities and managerial skills;
- ❖ Facilitate development of strategic thinking skills that focus on the opportunities and challenges facing academic medical centers;
- ❖ Understand the history and operations of the health system and the academic medical center;
- ❖ Allow participants an opportunity to examine their individual aspirations, strengths, weaknesses and personal commitment to leadership and management.

PARTICIPANTS:

Eligible candidates include mid or early senior level faculty and managers who hold or will assume significant administrative responsibility in the Schools of Medicine, Dentistry, Nursing, Optometry, Health Professions and Public Health. Potential participants include individuals in positions such as: division directors, section chiefs, vice-chairs, medical directors, associate/assistant deans, program directors, and early senior level managers in the health system (including University Hospital, Kirklin Clinic, and the Health Services Foundation) who have been identified as possessing the potential for more demanding leadership positions within the next 2-4 years.

Nominations are being sought from Deans of health profession schools, Department Chairs and Center Directors of Joint Health Sciences and School of Medicine, including branch campuses. In addition, the University Hospital, Kirklin Clinic and Health Services Foundation will be asked to submit administrative nominees. Participants will be selected by an advisory board in a manner that ensures diversity with regard to academic specialty, professional background, demographic profile and experience.

PROGRAM OVERVIEW:

The Healthcare Leadership Academy training program includes classroom sessions, team projects and experiential learning activities designed to identify and strengthen leadership skills and capabilities. The program will begin October 18-19, 2019, with an Opening Retreat of 1.5 days, followed by monthly classroom sessions (1 day per month November through April), participation in group projects, and conclude with a Closing Session and Graduation (1 day). Approximately 80 hours of classroom participation is required as well as participation on a team project pertinent to the medical center/health system which will be performed as part of the coursework.

2019 - 2020 SCHEDULE

October 17	Opening Reception
October 18-19	Opening Session/ Retreat
November 13	Session One
December 11	Session Two
January 15	Session Three
February 19	Session Four
March 18	Session Five
April 15	Session Six
May 13	Closing Session and Graduation

ADMINISTRATION

A joint effort of the Collat School of Business and the School of Medicine, the Healthcare Leadership Academy training program is directed by the following representatives:

<u>Co-Director:</u>	David Rogers, M.D., M.H.P.E., Senior Associate Dean for Faculty Affairs and Professional Development; Professor of Surgery, Medical Education and Pediatrics, School of Medicine; Chief Wellness Officer, UAB Health System
<u>Co-Director:</u>	Grant T. Savage, Ph.D., Professor of Management, Collat School of Business
<u>Program Manager:</u>	Cori Perdue, Ph.D., Director of Professional Education, Collat School of Business Dean's Office

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2019-2020 - CURRICULUM OVERVIEW

<i>Date</i>	<i>SESSION</i>	<i>OVERVIEW</i>
OCTOBER 17	OPENING RECEPTION Collat	CONGRATULATE PARTICIPANTS AND ISSUE CHARGE FOR THE PROGRAM
OCTOBER 18-19	OPENING SESSION/ RETREAT	INTRODUCTION, EXPECTATIONS AND OVERVIEW. PARTICIPANTS WILL ENGAGE IN TEAM BUILDING EXERCISES DESIGNED TO STRENGTHEN INDIVIDUAL SKILLS, PROMOTE LEADERSHIP AND ENHANCE EFFECTIVENESS.
NOVEMBER 13	SESSION ONE: Collat	OVERVIEW AND DISCUSSION OF THE ORGANIZATIONAL STRUCTURE OF THE UAB ACADEMIC HEALTH CENTER AND STRATEGIC INITIATIVES GUIDING OUR FUTURE.
DECEMBER 11	SESSION TWO: Aldridge Gardens	AN INDIVIDUALIZED LOOK AT PREFERENCES FOR INTERACTION AND COMMUNICATION WITH OTHERS.
JANUARY 15	SESSION THREE: Aldridge Gardens	DISCUSSION OF HABITS OF ORGANIZATIONAL EXCELLENCE AND ACADEMIC HEALTH CENTER ISSUES
FEBRUARY 19	SESSION FOUR: Aldridge Gardens	AN IN-DEPTH ANALYSIS OF HOW ACADEMIC HEALTH CENTERS ARE FUNDED AND MANAGEMENT OF OPERATIONS
MARCH 18	SESSION FIVE: Aldridge Gardens	DIRECTED TOWARD INNOVATIVE STRATEGIES TO ADDRESS COMMUNICATION, INCLUDING NEGOTIATION AND CONFLICT RESOLUTION.
APRIL 15	SESSION SIX: Collat	PRACTICAL CONSIDERATIONS IN THE OPTIMAL LEADERSHIP OF PEOPLE
May 13	CLOSING SESSION AND GRADUATION	PRESENTATION OF TEAM PROJECTS, CLOSING CAUCUS, GRADUATION RECEPTION

HLA Alumni

Dr. Edward Acosta
Mr. Kenny Adams
Dr. Ammar Almehti
Dr. Jeffrey Alten
Dr. David Askenazi
Mr. Jacob Baggott
Dr. Carol Ballinger
Dr. Marcas Bamman
Dr. Wright Bates
Ms. Anitra Baylor
Ms. Katherine Belue
Dr. William Benjamin
Ms. Dorri Bierley
Dr. Joseph Biggio, Jr.
Ms. Alex Boles
Dr. Emily Boohaker
Dr. Suresh Boppana
Dr. Patrick Bosarge
Mr. Chris Brainard
Mr. Tom Brannan
Dr. Louis (Lou) Bridges
Ms. Mary Beth Briscoe
Dr. James Broome
Dr. Cynthia Brown
Dr. Teresa Bryan
Ms. William Bryars
Dr. Brendhan Buckingham
Dr. Daniel Bullard
Ms. Megann Bates Cain
Ms. LaShell Cameron
Dr. Cheri Canon
Dr. April Carson
Dr. Samuel Cartner
Dr. Winn Chatham
Dr. Mike Chen
Dr. Maelynn Cheung
Dr. Joseph Chewning
Dr. Gwendolyn Childs
Dr. John Christein
Mr. Billy Connelley, Jr.
Dr. Debra Cook
Dr. Katie Crenshaw
Dr. Jennifer Croker

Dr. Randy Cron
Dr. Robert Dabal
Mr. Jason Daniel
Dr. Maria Danila
Dr. John Dantzler
Ms. Jan Davis
Dr. Jennifer De los Santos
Dr. Mollie de Shazo
Dr. Reed Dimmitt
Dr. Lynn Dobrunz
Ms. Paige Dorman
Ms. Amanda Dorsey
Dr. Andrew Edwards
Dr. Isam Eltoum
Dr. Carlos Estrada
Ms. Raheel Farough
Dr. Daniel Feig
Ms. Karen Fields
Ms. Meredith Fitz-Gerald
Ms. Doreni Fleming
Dr. Joe Fleming
Ms. Deborah Flint
Dr. Jeffrey Foster
Dr. Laura Fraser
Mr. Kevin Freeman
Dr. Robert Gaston
Dr. Marie Geisinger
Ms. Julie Gibbs-Erwin
Dr. Shawn Gilbert
Dr. Daniel Givan
Dr. Alice Goepfert
Mr. Rett Grover
Dr. Vikas Gupta
Dr. Hector Gutierrez
Dr. Michael Hanaway
Mr. Andy Hare
Dr. Karen Heaton
Dr. Kimberly Hendershot
Dr. Marquita Hicks
Mr. Richard Hines
Dr. Ashley Hodges
Dr. David Hogg
Ms. Lydia Holcomb
Dr. Aimee Holland

Ms. Erica Hollins
Dr. Laura Hughes
Ms. Christina Hurst
Dr. Mona Jackson
Mr. Gaurav Jain
Mr. Todd Jenkins
Dr. Penelope Jester
Dr. Cynthia Joiner
Dr. Ahmed Kamel
Ms. Jennifer Kelley
Mr. Andrew Kennedy
Dr. Jeffrey Kerby
Dr. Robert Kesterson
Dr. Clifton Kew
Dr. David Kimberlin
Dr. Josh Klapow
Dr. Michele Kong
Dr. Helen Krontiras
Dr. Elizabeth Kvale
Dr. Matthew Larrison
Ms. Jean Ann Larson
Dr. Yung Lau
Ms. Leslie Ledbetter
Mr. Don Lilly
Dr. Nita Limdi
Mr. Thomas Lynch
Ms. LaKisha Mack
Dr. Avi Madan-Swain
Ms. Melissa Mancini
Dr. Roslyn Mannon
Ms. Keith Marks
Mr. Malcolm Marler
Dr. Jeanne Marrasso
Dr. Raquel Mazer-Gurmendi
Mr. Tom McAvoy
Ms. Stephanie McClinton
Mr. Timothy McElroy
Dr. Teena McGuinness
Ms. Heather McGuire
Ms. Angela Medici
Dr. David Miller
Dr. Lillian Mitchell
Dr. Sonya Mitchell
Ms. Molly Moran Lerew

Dr. Jacqueline Moss
Dr. Paul Munter
Dr. Peter A. Nagi
Ms. Catherine Newhouse
Dr. Kara Newton
Dr. Ashley Nichols
Dr. Jason Nichols
Dr. Jeffrey Nix
Mr. Ryan Outman
Dr. Patricia (Pat) Patrician
Dr. Cheryl Perry
Ms. Stephanie Perry
Ms. Terri Poe
Dr. Steve Pogwizd
Ms. Sherry Polhill
Dr. Brent Ponce
Dr. Richard Popple
Dr. John Porterfield
Dr. Lucas Pozzo-Miller
Dr. Mark Prichard
Mr. David Randall
Dr. Michelle Robinson
Dr. Augusto Robles
Dr. Martin Rodriguez
Dr. Shannon Ross
Dr. Justin Roth
Ms. Sandra Rudolph
Mr. Alan Rushing
Dr. Lane Rutledge
Dr. Mansoor Saleh
Ms. Lauryn Schultz
Dr. Dag Shapshak
Dr. Allison Shorten
Dr. Brian Sims
Ms. Kristina Sinclair
Dr. Satinder Singh
Mr. Martin Smith
Dr. Perry Smith
Dr. Erin Snyder
Dr. Taraneh Soleymani
Dr. Annalise Sorrentino
Mr. Frank Sortino
Mr. Kevin Speed
Mr. Brian Spraberry

Dr. Adrienne Steading
Dr. Elizabeth Steele
Dr. Chere Stewart
Mr. Richard Stroud
Dr. Jason Swanner
Dr. Michele Talley
Ms. Martha Tankersley
Dr. Benjamin Taylor
Mr. John Taylor
Dr. Victor Thannickal
Dr. Jeremy Thomas
Dr. Duane Trahan
Dr. Kristen Triebel
Mr. MJ Tucker
Dr. Elizabeth Turnipseed
Ms. Kimberly Turnley
Dr. Michael Twa
Dr. David Vance
Dr. Brooks Vaughan
Dr. Terry Wall
Dr. Henry Wang
Dr. Jubal Watts
Dr. Shi Wei
Dr. Katherine Weise
Dr. Kimberly Whelan
Dr. Marjorie Lee White
Ms. Pam White
Mr. Ronald Whorton
Mr. Shane Wiley
Dr. James Willig
Dr. Martha Wingate
Mr. Matt Wyatt

**Most recent graduates: Class of
2019**

Dr. Namasivayam Ambalavanan
Dr. Brian Casey
Mr. Johannes Dippenaar
Ms. Kathleen Diveley
Dr. Mason Frazier
Ms. Alison Garretson
Ms. Rachelle Hall
Dr. Erik Hess
Dr. Michael Johnson
Ms. Lauren Leach
Dr. Susan McCammon
Dr. Carlos Orihuela
Dr. Aadia Rana
Dr. Robert Russell
Mr. Jason Sadler
Dr. Jeffrey Simmons
Dr. Tina Simpson
Mr. Dawson Smith
Ms. Tedra Smith
Dr. Michael Stalvey
Dr. Preston Taylor
Dr. Susan Walley
Ms. Allison Wrenn
Ms. Megan Yeatts