



# Group on Faculty Affairs 2024 Carole J. Bland Phronesis Award



INDIVIDUAL NOMINATION

**Deadline for Submission: March 15, 2024**

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## THE AWARD

The Group on Faculty Affairs (GFA) established the **Carole J. Bland Phronesis Award** to commemorate the legacy of service and example of Dr. Bland. This award serves to honor members of the Faculty Affairs community who exemplify the spirit of phronesis through dedicated and selfless promotion of faculty vitality.

### **Phronesis (fro-NEE-sis):**

Acting for the welfare of others without thought for the self; seeking and enabling heroically the development and success of others.

**Carole J. Bland** devoted her professional career to serving the faculty at the University of Minnesota since receiving her doctorate there in 1974. Dr. Bland accepted her first position upon completion of her degree and continued there, ultimately becoming Assistant Dean for Faculty Development at the Medical School. Her work embodied a commitment to faculty success and while her career included various titles, all of her work focused on the development of others in their professional careers. Dr. Bland served as a mentor to many, and she encouraged and trained others to be mentors. By her personal investments of time and knowledge, and by lecturing and publishing her work on mentoring and faculty development, Dr. Bland extended her effectiveness and shared her wisdom and values. She introduced the application of practices that nourished and supported faculty vitality in academia. The professional life she lived is a model which the Group of Faculty Affairs holds in the highest regard and will honor and remember with the Carole J. Bland Phronesis Award.

The GFA Steering Committee received approval from AAMC to establish this award upon securing the permission of Dr. Bland's family to name this award in her honor and in recognition of Dr. Bland's service to faculty affairs, faculty development and academic medicine.

## AWARD CRITERIA

Nominees for the annual **Carole J. Bland Phronesis Award** should be individuals with at least five years of history contributing to the field of faculty affairs or faculty development in academic medicine. The GFA Steering Committee will look for evidence of a nominee's excellence as:

- ☐ an innovator
- ☐ a nurturer/mentor
- ☐ a leader
- ☐ an educator/academician

In addition to evidence in each of the above areas, the GFA Steering Committee will consider regional and/or national impact in the areas of faculty affairs and faculty development.

The GFA Steering Committee invites those who will make nominations to consider the following examples of how Phronesis may be demonstrated:

- ❑ Making a positive impact on the field
- ❑ Making a positive impact on the life and success of faculty
- ❑ Recognizing issues, finding innovative solutions, and implementing follow-up actions
- ❑ Identifying trends or responding to emerging trends with innovative approaches
- ❑ Serving as a mentor for ideas; helping others develop ideas
- ❑ Selflessly nurturing others by supporting and fostering their development
- ❑ Showing depth of understanding and appreciation of the challenges of academic work
- ❑ Serving as a thought leader/innovator; developing ideas in the field
- ❑ Demonstrating depth of involvement; willingly performing the legwork, being involved, and actively participating in the work of the GFA and Faculty Affairs
- ❑ Posing thoughtful questions and identifying solutions that address issues important to the faculty
- ❑ Developing and implementing policies in support of faculty careers
- ❑ Becoming established as a speaker of note with regard to faculty issues
- ❑ Acting as an innovator in the field or related area
- ❑ Promoting and sustaining faculty and staff vitality
- ❑ Maintaining a nurturing and diverse, inclusive staff and office

## **ELIGIBILITY**

Individuals working in the area of faculty affairs or faculty development and (usually) members (or retired members) of the GFA are eligible. Members of the seated GFA Steering Committee, GFA Committees or GFA ad hoc bodies are not eligible to be nominated until at least one year after their active service has concluded. The nominee demonstrates standards of professional ethics and scientific integrity.

Nominations may be made by any member of the GFA, any medical school Dean or Council of Teaching Hospitals executive within the AAMC, or any member of the AAMC leadership (including the chairpersons/steering committees of other AAMC Groups or Councils).

## **SUBMISSION PROCEDURES**

**Nominations should be submitted electronically and include the following:**

- Letter of nomination giving the rationale and justification for the nomination. Address each of the areas (innovator, nurturer/mentor, leader, and educator/academician) in a brief narrative (no more than 3 pages, double spaced)
- Nominee's narrative bio sketch (500 words)
- Current curriculum vitae
- Color headshot
- Complete nomination form by the nominator

## **AWARD PRESENTATION**

The Award will be announced at the 2024 GFA Professional Development Conference July 15-18, 2024. The award recipient will be invited to present comments on July 16, 2024.