



Group on Faculty Affairs Carole J. Bland Phronesis Award



INDIVIDUAL NOMINATION

Deadline for Submission: February 6, 2026

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 demonstrate **at least 10 years of sustained contribution** to the field of faculty affairs or faculty development in academic medicine. The GFA Steering Committee will evaluate nominees for evidence of excellence in the following areas:

- Innovator/Leader
- Nurturer/Mentor
- GFA Engagement/Impact
- Educator/Scholar

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:

- Demonstrating sustained engagement in the work of the Group on Faculty Affairs (GFA), with contributions that advance GFA initiatives and produce meaningful outcomes beyond formal participation.
- Making a positive impact on the field of Faculty Affairs.
- Making a positive impact on the professional lives and success of faculty.
- Recognizing issues, identifying solutions, and implementing appropriate follow-up actions.
- Identifying trends or responding to emerging trends with innovative approaches.
- Serving as a mentor for ideas by helping others develop and advance their work.
- Supporting and fostering the development of others.
- Demonstrating understanding and appreciation of the challenges of academic work.
- Serving as a thought leader or innovator by developing ideas in the field.
- Posing thoughtful questions and identifying solutions that address issues important to faculty.
- Developing and implementing policies in support of faculty careers.
- Being recognized as a speaker on issues related to Faculty Affairs.
- Acting as an innovator in the field or a related area.
- Promoting and sustaining faculty and staff vitality.
- Maintaining a nurturing, diverse, and inclusive staff and office environment.

ELIGIBILITY

Individuals working in the area of Faculty Affairs or Faculty Development, who are current or retired members of the Group on Faculty Affairs (GFA), are eligible for nomination. Members of the seated GFA Steering Committee, GFA Committees, or GFA ad hoc bodies are not eligible for nomination until at least one year after the conclusion of their active service. Nominees must demonstrate standards of professional ethics and integrity.

Nominations may be submitted by GFA faculty and professional staff members, Medical School Deans or Health System Executives within the AAMC membership, or any member of AAMC leadership, including chairs or steering committee members of other AAMC Groups or Councils.

SUBMISSION PROCEDURES

Nominations should be submitted electronically and include the following:

- Letter of nomination outlining the rationale and justification for the nomination. The letter should address each of the evaluation areas—**Innovator/Leader, Nurturer/Mentor, GFA Engagement/Impact, and Educator/Scholar**—in a brief narrative **not to exceed three (3) pages and must be double-spaced**.
- GFA Engagement and Impact Statement **presented in an itemized or bulleted format**. The statement should outline the nominee's roles, contributions, length of involvement, and outcomes related to their engagement with the Group on Faculty Affairs (GFA).
- Nominee's narrative biographical sketch (**maximum 500 words**), highlighting professional background and contributions to Faculty Affairs.
- Current curriculum vitae.
- Color headshot.
- Completed nomination form, submitted by the nominator. Incomplete or late nominations will not be accepted. The deadline for all nominations is **Friday, February 6, 2026, 11:59 PM, PST**.

AWARD PRESENTATION

The award will be announced at the **2026 GBA–GIP–GFA Joint Spring Meeting**, taking place **April 22–24, 2026**. The award recipient will be invited to offer remarks at the meeting.