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Veterans Administration



AUPN'S
Leadership Minute

*Sharing Leadership:
How to select Vice Chairs*

The logo features a stylized brain inside a blue and yellow open book icon. The text 'AUPN'S' is in a large, bold, blue sans-serif font, with 'Leadership Minute' in a smaller, italicized blue font below it. The title of the episode is in a blue, italicized serif font.

Robert Holloway, MD
University of Rochester
Medical Center

Leadership Minute Podcast Episode Description

Departments of Neurology are becoming more administratively complex. One of the most important factors in the success of a Chair is the skill and strength of the Vice Chair leadership team around them. The AUPN Leadership Minute reviews how to develop, recruit and nurture this team for success.

Define the leadership skills your Department needs

- Driven by strategic priorities, department size, and available resources (and to complement your skills)
- The big three: Clinical, Education, Research
- Others to consider:

Academic Affairs (P&T)

Community Engagement

Equity and Inclusion

Quality and Safety

Clinical Informatics

Administration and Finance

- Refresh and update on a periodic basis

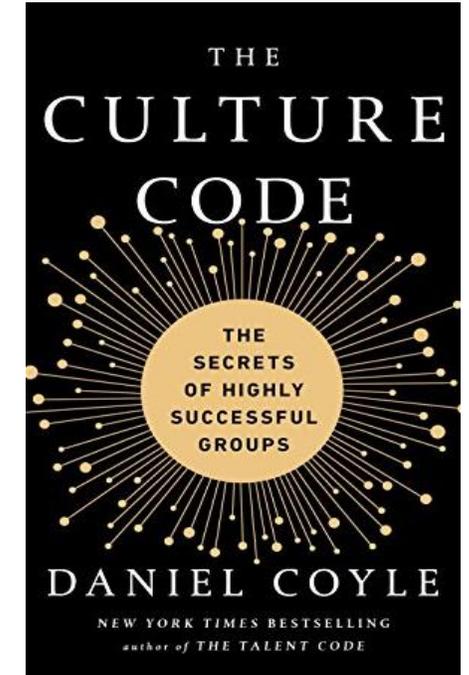
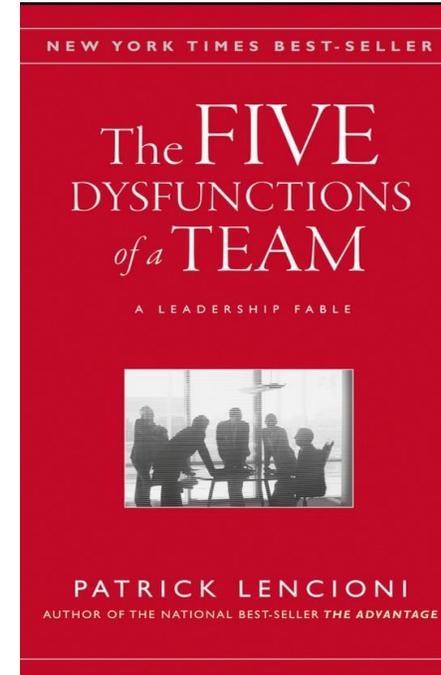
Be oddly specific in developing job descriptions, yet actively open-minded in recruitment

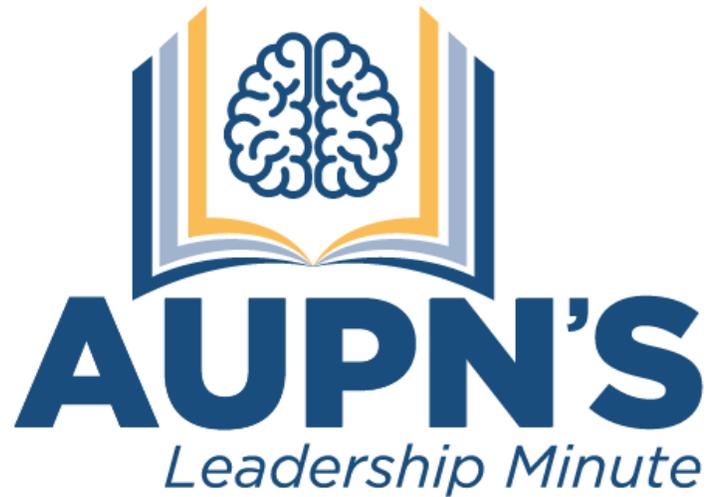
- Spend ample time thinking about job
- Be honest and transparent about % effort
- Strongly consider term limits
- Adopt best practices for inclusive recruitment
- Search Committee vs Non-Search Committee



Cultivate Your Team and Give Power Away

- Vice Chairs vs Division Chiefs
- Periodic brief meetings driven by agenda
- Support in public, hold accountable in private
- Build a Race and Gender Equity Culture





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