

Reimagining Leadership in Academic Medicine for 2026

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Guiding Questions for Reflection

Use these questions to reflect on key themes from the lecture, connect them to your own professional context, and consider how they might inform career planning, leadership development, and institutional engagement.

Leadership Foundations

- What qualities are most important for effective leadership in academic medicine today? How might those qualities need to evolve in the years ahead?
- How does professional identity formation impact leadership development?

Leadership Today

- What workforce challenges are shaping leadership and career development in academic medicine? How might leadership development programs help individuals and institutions respond?

Leadership at Larner

- What strategies or approaches from national leadership development programs like ELAM & ELH could be implemented in career planning and success at the Larner College of Medicine & UVM Health?

This guide accompanies the lecture *"Reimagining Leadership in Academic Medicine for 2026"* presented as part of the Health C.A.R.E. (Cultural Awareness, Research, and Education) Series. We invite you to reflect on the role of leadership development programs in shaping career trajectories, strengthening professional identity, and preparing leaders to meet the evolving challenges of academic medicine.

Recommended Resources

Explore these articles, podcasts, and tools to deepen your understanding:

Research & Publications- Executive Leadership in Academic Medicine (ELAM)

Since its inception, ELAM has conducted research on the impact of the program. Research findings inform ongoing continuous quality improvement, enhance program credibility, and contribute to the growing body of scholarship focused on women and leadership.

Results of ELAM research initiatives are published in scholarly journals, as well as other publications. View the Publications page for a complete listing.

[Read on ELAM Website](#)

AAMC Faculty & Staff Vitality Group Resources

Toolkit submissions are developed by members of the community and are designed to provide practical guidance on a variety of topics relevant to faculty and professional staff in academic medicine and science. Each resource offers an overview of the topic, highlights promising practices, and includes considerations for implementation along with additional references.

[Read more at AAMC](#)

Why Professional Identity Formation Matters Now for Medical Educators

Professional Identity Formation (PIF) is the ongoing, deliberate process through which individuals integrate the values, norms, and behaviors of their profession into who they are. PIF develops not automatically but through relationships, reflection, lived experiences, learning new skills and values, and socialization within the professional community—all of which shape a learner's provisional self. While PIF is often emphasized in medical student education as learners prepare for their future roles, it is equally relevant for practicing medical educators or those emerging as clinical educators. How do you think about your identity as a medical educator—and have you started this reflection yet?

[Read more at Harvard Medical School](#)



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